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CONSIDERATION OF REPORTS SUBMITTED BY STATES PARTIES UNDER
ARTICLE 18 OF THE CONVENTION

Second periodic reports of States Parties

Addendum

EL SALVADOR

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The Government of El Salvador, as a State Party to the Convention and in compliance with the provisions of article 18 of the Convention, wishes to present this report on the legislative, administrative and other measures adopted in relation to the provisions of articles 2 to 16 of the Convention which, within the framework of the current democratic process in El Salvador, have been taken with regard to the status of women.

ARTICLE 2 OF THE CONVENTION

(a) The present Constitution of the Republic of El Salvador, in force since December 1983, embodies the Principle of Equality, a principle which had already been introduced in previous Constitutions. Article 3 of the Constitution, to be found in the section on the Rights of the Individual, therefore lays down that: "All persons are equal before the law; in the enjoyment of civil rights there may be no restrictions based on differences of nationality, race, sex or religion and no hereditary offices or privileges are recognized".

This principle of equality, as mentioned, is identical to the one appearing in the previous Constitution, with the distinction that the dogmatic part which appears at the end in the previous versions is now the first part because, in an effort to accord greater importance to individual rights, they are given prominence in this new position, even though the same text is retained.

From a practical standpoint, this principle is not merely in force, but also a positive aspect of Salvadorian society.

(b) The Salvadorian legal structure does not include an express measure to prohibit discrimination against women, but article 3 of the Constitution, as mentioned above, lays down that no discrimination is allowed in El Salvador on grounds of sex.

(c) On the basis of the text of article 3 of the Constitution, which clearly establishes equality, there is no specific judicial or administrative procedure for the event that a woman believes that a discriminatory act has been committed against her person, although she has the following constitutional recourse as a citizen:

- Unconstitutionality (Article 183 cn)
- Habeus Corpus (Article 111.2 cn)
- Constitutional Guarantee for Protection of Civil Rights (Article 247 cn)
- Action under Administrative Law.

Such recourse may be invoked by any citizen whose interests or rights may have been prejudiced.

(d) In reality and as already mentioned, in El Salvador there are no discriminatory measures since the Principle of Equality is embodied in the basic legislation.

(e) The Government recently equalized the wages of men and women working on the land, which in fact constitutes an act of justice since this difference had persisted for essentially historical reasons, thereby eliminating a practice which went against the principle of "Constitutional Equality". President Duarte stated,

when he presented the Stabilization and Economic Reactivation Programme, that: "WITH REGARD TO THE FIXING OF MINIMUM WAGES, THERE WILL BE A SUBSTANTIAL INCREASE AND WE WILL STRICTLY APPLY THE CONSTITUTIONAL PRINCIPLE OF EQUAL PAY FOR EQUAL WORK BY EQUALIZING THE WAGES OF MEN AND WOMEN WORKING ON THE LAND".

(f) and (g) The entire legal framework in El Salvador is currently undergoing rigorous examination and reform by the specially established "Commission to Review Salvadorian Legislation", whose tasks include examination of the Civil Code and all those provisions relating to women and the family which have remained and exist in our legislation as historic relics without application to today's society. Similarly, a "Family Code" to give women full protection is under examination.

ARTICLE 3 OF THE CONVENTION

The Government of El Salvador has taken and continues to take all necessary steps to ensure the full development and advancement of women under conditions of full equality with men because, as is clear from the Constitution, no distinction is made between the rights and duties of men and women. This indicates - and this is supported by examination of the text of the Constitution of El Salvador - that there is equality of conditions in El Salvador between men and women.

None the less, the Government is anxious to improve the status of women and this subject is dealt with in the general government plan which establishes policies and priorities which must be considered with regard to women.

ARTICLE 4 OF THE CONVENTION

1. As stated at the beginning of this report, in El Salvador there is complete equality between men and women, hence it has not been necessary to take temporary measures aimed at accelerating the achievement of this equality which has existed for years in El Salvador.

2. El Salvador is very surprised that the study of its previous report should have led some experts to consider some of the measures embodied in the Labour Code to protect pregnant women as being "excessively protective", when they were in fact specifically introduced to protect the mother and her future child and may in any event be considered to be protective, but not damaging, much less discriminatory.

ARTICLE 5 OF THE CONVENTION

The Government of the Republic is currently working towards changing the socio-cultural patterns with a view to overcoming the prejudices of sexual superiority or inferiority. The general government plan "The Path to Peace" includes the following as part of the social policy: "In the process of consolidating the family, the woman is considered as a fundamental component, bearing in mind the responsibility she assumes in the education and upbringing of the children and her contribution as a productive agent. The large number of unmarried and deserted mothers indicates that, in El Salvador, the woman is, in most cases, the person on whom the responsibility for the family falls. This is why efforts will be made to promote women's organizations seeking to bring about the full realization of women and to protect the family."

The Government will pay special attention to basic education for women, ensuring that, at all levels, women are given greater opportunity and are at least able to complete primary education, by staying on at school and delaying the age of marriage or childbirth, and efforts will be made to eliminate everything that degrades the dignity of women in El Salvador: vulgarity, abuses, insults, lack of

respect, offences against decency, sexual involvement and a climate of fear affecting women. Schools will teach respect within the family nucleus and we shall not tolerate any lack of respect for women in El Salvador.

Efforts will be made to find areas of affinity between the woman's working life and her security as the mother of a family. The acquisition of values and the understanding by men of their responsibilities will give them a clearer awareness of their parental role and will gradually transform the family nucleus into a balanced unit in which the man and woman complement each other and fulfil their respective roles.

The above clearly indicates the thorough dedication and great efforts of the Government to ensure positive application of the precepts embodied in the Convention.

ARTICLE 6 OF THE CONVENTION

In Salvadorian criminal legislation, prostitution is not defined as a separate offence, but special cases such as the "exploitation of prostitution" are regulated under the Penal Code, article 210pn, stipulating that:

Art. 210pn. "Any person who derives his subsistence, even partially, from a person who practices prostitution by exploiting the proceeds of this profession, shall be punished by imprisonment for one to three years."

Art. 209. 'Aiding and abetting prostitution' - "Any person who engages openly or covertly in supporting, administering or controlling a brothel or habitually engages in facilitating the prostitution of women under the age of 16 shall be punished with imprisonment for one to three years."

There is also an article in the Penal Code that punishes rape of a prostitute:

Art. 196. "The rape of a woman who engages in prostitution shall be punished with imprisonment from three months to two years."

With reference to this point, as well as others, it should be made clear that criminal legislation is also undergoing a rigorous examination and it is likely that these points will be amended to give women greater protection.

PART II

ARTICLE 7 OF THE CONVENTION

In El Salvador women have enjoyed the right to vote since 1939; at which time they were clearly at a disadvantage in relation to men in as much as the only requirement that had to be fulfilled by men was to prove citizenship (18 years of age) and to be recorded in the Municipal Register. However, even though the Constitution (1939) made no distinction, electoral law required women to fulfil a whole set of requirements which substantially reduced the number of women voters. At that time women only had the right of suffrage but could not stand for public office. It was not until 1950 that the Political Constitution first granted women all their constitutional rights on an equal footing with men, with the result that women currently enjoy the same civil and political rights as men. Article 71 of the Constitution provides that:

"All Salvadorians above the age of 18 are citizens."

Art. 72. "The political rights of citizens are:

1. To exercise suffrage;

2. To associate with one another to constitute political parties in accordance with the law and to join parties already constituted;

3. To stand for public office in accordance with the requirements set out in this Constitution and in secondary legislation."

Art. 73. "The political duties of the citizen are:

1. To exercise suffrage;

2. To uphold the Constitution of the Republic and to ensure that it is upheld;

3. To serve the State according to the laws."

Exercise of the right of suffrage also includes the right to vote in direct popular elections, as envisaged in the Constitution.

All this is clearly reflected in the political life of the Republic, since there has been one woman President of the Constituent Assembly and there are currently seven women in the Government with important responsibilities as Deputy Ministers, as well as women Governors and Mayors and senior public administration officials.

ARTICLE 8 OF THE CONVENTION

Nowadays women encounter no difficulties in occupying government posts and there are at present in the foreign service two Minister-Counsellors, one first secretary, 14 consuls and vice-consuls and 32 senior attachés.

The following posts are occupied by women in the Ministry of Foreign Affairs:

- Chief of Protocol;
- Legal Adviser;
- Director of Finance;
- Director for International Co-operation;
- Head of the Boundaries Section;
- Member of the Commission on Boundary Affairs;
- Head of the Section for International Economic Organizations;
- Director for Central American Affairs.

ARTICLE 9 OF THE CONVENTION

In the Salvadorian constitutional system, a woman does not lose her nationality through marriage to an alien. Indeed, marriage merely facilitates the acquisition of Salvadorian nationality by the alien spouse.

On this point Salvadorian legislation has been fairly advanced since the Constitution of 1872, in which article 15 clearly establishes that: "The fact that an alien marries a Salvadorian woman does not deprive the woman of her Salvadorian nationality" (a precept which was maintained until 1945 and then governed by secondary legislation).

In the present Constitution, article 92.4 provides that:

Art. 92 "The following may acquire Salvadorian nationality by naturalization:

4. An alien man married to a Salvadorian woman or an alien woman married to a Salvadorian man with two years' residence in the country before or after the marriage is entered into."

The mother is also a decisive factor in the acquisition of nationality and article 90 of the Constitution states:

Art. 90 "The following are Salvadorian by birth:

1. Persons born in the territory of El Salvador;

2. Children of Salvadorian fathers or mothers born abroad;

3. Persons originating from the other States comprising the Federal Republic of Central America who, with domicile in El Salvador, indicate to the competent authorities their wish to become Salvadorian without the need to renounce their original nationality."

PART III

ARTICLE 10 OF THE CONVENTION

Article 53 of the Constitution of the Republic provides that: "the right to education and culture is inherent in the human being; consequently it is an obligation and essential aim of the State to preserve, promote and disseminate them."

El Salvador recognizes that education is the inherent right of a human being and therefore considers it to be an obligation and essential aim of the State.

The aforesaid article is fairly general in scope and speaks of the "human being", i.e. no distinction of any kind is made on the grounds of sex, particularly in this area, which is considered to be an essential aim of the State.

In El Salvador, education is dispensed by private or public institutions. However, both types of institutions are compelled to follow the same syllabuses, which are established for the purpose by the Ministry of Education and are the same throughout the Republic in all types of schools. There is thus no discrimination against women in education since our syllabuses make no distinction on the grounds of sex.

Women also enjoy equal conditions with regard to grants or scholarships for studies of all kinds.

With reference to literacy campaigns, El Salvador recently initiated an ambitious literacy programme which naturally makes no discrimination of any kind.

None the less, we have to accept that the level of illiteracy among women is higher than among men: 54.55 per cent among women and 45.45 per cent among men. The reason for this is the socio-cultural situation which, despite great effort, still persists in El Salvador in the rural areas where women are obliged to help their mothers in caring for their brothers and sisters or in doing household chores. Moreover, this is aggravated by the early age of marriage or childbearing, which usually prevents women from obtaining a formal education.

Women who follow a course of formal education enjoy the same freedom as men to take part in sport. Family planning counselling is provided through the radio, television and press, with a continuing campaign designed to highlight the benefits for the family of having only planned children. In addition, the Demographic Association of El Salvador has many family planning assistance and counselling offices thoughout the country.

ARTICLE 11 OF THE CONVENTION

In labour matters, women in El Salvador enjoy equal rights with men, notwithstanding the fact that they also enjoy special protection in some kinds of work and during pregnancy.

It should be pointed out that a new Labour Code, establishing a number of workers' rights, is currently under examination, but this is still at the planning stage. The provisions currently in force provide for the following:

Art. 37 of the Constitution states: "Work is a social function enjoying the protection of the State and is not considered as an article of commerce."

Similarly, article 2 of the Constitution establishes, inter alia, that work is a human right and a fundamental guarantee.

Art. 2. "All persons have the right to life, physical and moral integrity, liberty, security, work, property and possession, and to protection in the preservation and defence thereof."

This shows that work has been enshrined as an inalienable right of all human beings in the Constitution of El Salvador.

In labour matters, no distinction is made legally with regard to selection and opportunities for work. A distinction is only drawn when it is necessary to determine types of work which are incompatible by their intrinsic nature with women's physical condition.

Article 105 of the Labour Code therefore provides that: "the performance of dangerous and unhealthy work by persons under 18 and by women of any age is prohibited."

Article 106 of the Code defines dangerous work:

Art. 106. "Dangerous types of work are those that can cause death or immediate and grave physical injury to the worker. It is considered that the danger attached to such work may derive from its intrinsic nature, the type of materials used, produced or released, the type of residues generated by such materials, the handling of corrosive, inflammable or explosive substances or the storage of such materials in any form.

The following, for example, are considered to be dangerous types of work:

(a) The lubrication, cleaning, inspection or repair of machines or mechanisms while in operation;

(b) Any work using automatic, circular or band saws; shears, knives, cutters, hammers or other mechanical equipment whose operation requires special precautions and skill, except kitchen and butcher's utensils and tools, or implements for similar work;

(c) Work underground or under water;

(d) Work using or producing explosive, detonating, unhealthy or toxic materials or inflammable substances; other similar types of work;

(e) Construction work of all kinds and related demolition, repair, maintenance and similar work;

(f) Work in mines and quarries;

(g) Work at sea, stowage of cargo, loading and unloading in docks; and

(h) Other types of work specified in laws and regulations on safety and hygiene, collective contracts or agreements, individual contracts and internal labour regulations."

Art. 108. "Unhealthy types of work are those that, owing to the conditions under which they are performed or to their intrinsic nature, may harm the health of the workers; and those in which injury may be caused by the type of materials used, produced or released or by their solid, liquid or gaseous residues, such as:

(a) Those that entail the risk of poisoning through the handling of toxic substances or of materials from which they are derived;

(b) Any industrial operation in the course of which harmful gases or vapours or noxious fumes are generated;

(c) Any operation in which dangerous or noxious dust is generated;

(d) Other types of work specified in the laws and regulations on safety and hygiene, collective contracts or agreements, individual contracts and internal labour regulations."

As indicated in the present report, in El Salvador there is no discrimination against women and it is thus unusual to find provisions in the legal structure geared specifically to women, with the result that, as far as the freedom to choose an occupation or employment is concerned, there are only general constitutional precepts. Article 8 of the Constitution provides that:

"No one is obliged to do what the law does not prescribe or to abstain from doing what it does not prohibit." From this provision we can see that men and women in El Salvador are free to choose their own occupation or employment.

With regard to the principle of security of tenure, in the event of pregnancy women enjoy full and complete protection from the beginning of pregnancy up to the end of post-natal leave, and the Labour Code contains a section entitled "Work by women".

Art. 110. "Employers are prohibited from assigning women to work requiring physical effort incompatible with pregnancy. It is assumed that any work requiring considerable physical effort is incompatible with pregnancy after the fourth month of pregnancy."

Art. 111. "Pregnancy is sufficient reason for the transfer of a female worker to a different post in the same establishment when her work involves direct contact with the public. This transfer may be made at the discretion of the employer or at the request of the worker concerned."

Art. 112. "At the end of post-natal leave, a female worker has the right to return to the job she occupied before her pregnancy."

Art. 113. "As soon as pregnancy begins and until the end of post-natal leave, de facto dismissal or dismissal resulting from previous legal proceedings shall not lead to the termination of a female worker's contract, unless the cause of such dismissal predates the pregnancy; however, even in the latter case, dismissal shall not take effect until immediately after the end of the above-mentioned period of leave."

Women also receive equal wages with men and article 38 No. 1 of the Constitution of the Republic provides that:

No. 1. "In one and the same enterprise and in identical circumstances, equal remuneration for equal work must be paid to the workers, whatever their sex, race, creed or nationality."

This precept became fully effective in January of this year when the wages of men and women working on the land were equalized.

With reference to the Apprenticeship Contract, Salvadorian legislation makes no distinction between men and women, merely regulating the Contract by establishing in general terms that any person of either sex entering into an apprenticeship contract receives proportional remuneration and comes under the social security scheme, with financial and social benefits.

There are also general provisions covering training and retraining without distinction based on sex.

The Social Security system operating in El Salvador is constitutionally established in article 50: "The social security system is a public service of a compulsory nature. The law governs its scope and coverage and the form in which it must be implemented." The same article lays down that the employers, workers and the State shall share in the payment of the social security contributions. Article 3 of the Social Security Law provides that: "The compulsory social security system shall initially be applied to all workers in the service of an employer, whatever the type of contractual relationship and the form of remuneration. It may be extended in due course to cover categories of workers who are not in the service of an employer."

As already indicated, the social security system makes no distinction between men and women.

In the area of social security, last year saw some advances, such as the incorporation into the system of self-employed persons (Decree No. 9 D.O. No. 21/Feb/85).

Decree No. 9: Art. 2. "Also initially incorporated into the social security system in the capacity of independent workers are those individuals who are covered by it in their capacity as employers."

Similarly, Decree No. 10 (D.O. No. 21/Feb/85) lays down that the age for retirement and entitlement to a monthly pension shall be 60 years for men and 55 years for women, instead of the previous requirement of 65 years for men and 60 years for women.

The risks covered by the social security system are listed in article 2 of the Social Security Law.

Art.2 ss. "The social security system shall give graduated coverage of the risks to which workers are exposed because of:

(a) Sickness, normal accidents;

(b) Industrial accidents, occupational diseases;

(c) Maternity;

(d) Disability;

(e) Old age;

(f) Death; and

(g) Forced unemployment.

Persons receiving a pension and the family members of insured persons and of pensioners who are financially dependent upon the latter shall be entitled to benefits on grounds (a) and (c) at such times, under such conditions and in such forms as are established by the Regulations."

The social security system in El Salvador covers all the above-mentioned risks except for forced unemployment.

All the benefits and services of the social security system extend to the wife or lifetime companion of the insured man.

With reference to maternity, women are fully protected from the beginning of pregnancy up to the end of post-natal leave by the principle of security of tenure, which has already been mentioned. As regards the protection of women during pregnancy, article 42 of the Constitution provides that: "Working women shall be entitled to paid leave before and after confinement and to retention of employment. The law shall set out the employer's obligation to install and maintain creches and child-care premises for workers' children."

This demonstrates that the State protects women during and after pregnancy by means of specific measures embodied in the Social Security Law, the Labour Code and the Law governing all forms of leave for public employees, subject to the provisions applicable to the woman.

The social security system establishes the following:

Art. 59. "In the event of maternity, the insured worker shall be entitled to the following benefits in the form and for the period established in the regulations:

(a) Medical, surgical, pharmaceutical, dental, hospital and laboratory services, to the extent that they are essential during pregnancy, confinement and the post-natal period;

(b) The benefits indicated in the first section of this Chapter when sickness occurs as a result of maternity. If the insured woman should die, the surviving relatives shall be entitled to the aid established in article 66;

(c) The issue of a medical certificate for the purpose of the leave that must be granted to her according to the Labour Code;

(d) A cash allowance calculated according to article 48 of this law, on condition that the insured woman does not perform any paid work during the period in which she receives the allowance. In no circumstances may a woman simultaneously receive both a sickness and a maternity allowance;

(e) Assistance during the nursing period, in cash or in kind, when the mother lacks the capacity, in the opinion of the medical officers of the Institute, to feed her child adequately; and

(f) A set of clothes and utensils for the newborn baby, known as the 'maternity layette'."

Art. 60. "An insured man shall have the right by which his wife or lifetime companion, if he is not married, receives the benefits established in subparagraph (a), (b), (e) and (f) of the previous article."

The Labour Code also provides that:

Art. 309. "The employer is obliged to grant a pregnant worker 12 weeks of leave, as a rest period for maternity, six weeks of which must be taken after confinement; and also to pay her in advance a benefit equal to 75 per cent of her basic wage during such leave."

Art. 310. "In order that a female worker may obtain the leave fixed in the previous article, it shall be sufficient for her to submit to her employer a medical certificate made out on plain paper, giving the state of the pregnancy and indicating the probable term."

Art. 311. "In order that a female worker may be entitled to the cash benefit established in this Chapter, it shall be a strict requirement that she has worked for one and the same employer during the six months prior to the probable term; however, she shall in any case be entitled to the leave established in article 309."

Art. 312. "If, after the expiry of the maternity leave, the worker proves by submitting a medical certificate that she is not in a fit condition to return to work, her contract shall continue to be suspended on the grounds specified in article 36.4 for the time necessary for recovery, the employer being obliged to pay her sickness benefits and keep her post open for her."

The law governing all forms of leave for public employees provides that:

Art. 9. "Leave for the purposes of childbearing shall be granted, in general, according to the rules governing sickness leave. However, for each confinement there may be no more than 90 days' leave, one month before and two months after, which must automatically be granted regardless of the time of the female worker concerned."

ARTICLE 12 OF THE CONVENTION

Within the limited resources of El Salvador, health care has always been one of the main concerns of the Government and there has never been any discrimination in the provision of health care, including cases when this is provided free of charge by the State.

In El Salvador, the Maternity Hospital provides medical, hospital and pharmaceutical care for any woman who requests it from the beginning of pregnancy up to childbirth.

As already mentioned, the wife or lifetime companion is covered by the social security system and therefore provided with care from the beginning until the end of pregnancy. Under the social security system the woman is provided with the so-called "maternity layette", comprising a set of clothing and utensils for the newborn baby, as well as help for breast feeding, in cash or in kind.

As far as aid in family planning is concerned, as already indicated there are counselling centres for women or couples on the advantages of planning the family, the various ways of family planning and the most suitable methods in each case. The assistance provided by these centres is free of charge.

ARTICLE 13 OF THE CONVENTION

With regard to the right to family benefits, as has already been explained these are workers' rights, so that women are entitled to them not because they are women but because of the labour relationship in question. However, because of their sex, women do enjoy special benefits, such as:

(a) Maternity leave and security of tenure during pregnancy and post-natal leave;

(b) With regard to obtaining bank loans, mortgages and other forms of financial credit, there is no discrimination whatever against women since, under the Salvadorian system, any person who meets the requirements prescribed by law can obtain credit, mortgages, etc.;

(c) Participation in recreational activities, sports and all aspects of cultural life: El Salvador has declared that education is one of its fundamental activities and sport is understood as being part of education. Since this is one of the fundamental activities of the State, there is no discrimination whatever with regard to participation.

ARTICLE 14 OF THE CONVENTION

The present Government is making great efforts to break the socio-cultural patterns which discriminate against women in rural areas and it was to this end, as already mentioned, that the wages of men and women on the land were equalized.

The provision of adequate housing, sanitation, electricity, water supply, transport and communications is an aim of the State in respect of the entire population and not merely women. Moreover, the literacy campaigns being carried out in the countryside are for the benefit of the entire population, not just women.

When co-operatives are established under the Agrarian Reform system, these provide women with greater scope for organization and there are even some co-operatives in the non-reformed sector which are made up exclusively of women.

There is no discrimination in obtaining credit and agricultural loans since there is no distinction on the grounds of sex. This is because any person who meets the requirements prescribed by law and is able to honour the commitment may obtain credit.

ARTICLE 15 OF THE CONVENTION

It has already been stated repeatedly in this report that there is equality of men and women before the law.

In civil matters, women have equal legal capacity with men, as confirmed by articles 1316, 1317 and 1318 of the Civil Code:

ACTIONS AND DECLARATIONS OF INTENT

Art. 1316. "The following are necessary requirements for the undertaking of obligations connected with actions or declarations of intent by one person to another:

1. That the person have legal capacity;

2. That the persons consent to the action or declaration and that their consent be not vitiated;

3. That the purpose be licit;

4. That it have a licit cause.

A person's legal capacity consists in his being able to undertake an obligation on his own, without the instrumentality or authorization of another person."

Art. 1317. "All persons have legal capacity except those declared by the law to be incapable."

Art. 1318. "The insane, under-age children and deaf mutes who cannot make themselves understood in writing have absolute legal incapacity.

Their actions give rise to no natural obligations and cannot be the subject of collateral guarantees.

Also, adult minors who have not attained their majority and corporate bodies are deemed incapable; however, the incapacity of the former is not absolute since their actions are valid in the cases determined by the law. The latter are considered to be absolutely incapable in the sense that their actions shall have no validity whatever if performed in contravention of the rules adopted to govern them.

Apart from the above, there are other types of incapacity involving the prohibition that the law has imposed on certain persons against performing certain actions."

Women enjoy equality before the law, as is shown by article 189 of the Civil Code:

Art. 189. "The spouses may enter into contracts with one another and the wife does not need the authorization of her husband or the judge to conclude any type of contract or to appear in court. This provision is applicable to marriages contracted in accordance with the previous laws."

ARTICLE 16 OF THE CONVENTION

There is also equality between the spouses in matters relating to marriage and in family affairs, since the requirements for both parties are the same, except as regards age. Articles 101 and 102 of the Civil Code provide that:

Art. 101. "All persons suffering from no legal impediment may enter into marriage."

Art. 102. "The following are absolutely incapable of contracting marriage:

(1) A male under the age of 16 years and a female under the age of 14 years;

(2) Persons who do not have full exercise of their reason;

(3) Persons suffering from clear, permanent and incurable physical impotence preventing coitus;

(4) Persons covered by a matrimonial bond that has not been legally dissolved."

The difference as regards age is understandable and should not be considered discriminatory for reasons inherent in the biological development of the sexes.

The free consent of the spouses is a requirement for the validity of the marriage, since marriages are null and void if entered into against the will of one of the spouses. Article 105 of the Civil Code provides that:

Art. 105. "Marriage may not be celebrated without the assent or permission of the person or persons whose consent is necessary according to the rules set out, unless the relevant party does not need the consent of another person in order to marry or has obtained such consent from the Judge of First Instance of the relevant district."

Unfortunately, in the area of rights and responsibilities within marriage there is no equality, but it should be said that these provisions are legal relics and the Commission to Review Salvadorian Legislation is paying special attention to eliminating provisions of this kind which are currently irrelevant within the context of Salvadorian legislation.

Article 182 of the Civil Code provides that:

Art. 182. "The spouses are obliged to remain faithful to one another and to render each other succour and assistance in all circumstances of life.

The husband owes protection to his wife and the wife obedience to her husband."

However, it must be said that strict application of this precept is not relevant to Salvadorian society, in which women enjoy full equality with men.

With reference to dissolution of the marriage bond, Salvadorian legislation does make a clear difference between men and women, not as regards the right to dissolve the bond, but rather as regards the grounds for divorce. Article 145 of the Civil Code states:

Art. 145. "The law recognizes as grounds for divorce:

(1) The pregnancy of the wife as a result of illicit relations before marriage unknown to the husband;

(2) Adultery by the wife;

(3) Adultery by the husband with public scandal or abandonment of the wife;

(4) An attempt by one spouse on the life of the other;

(5) Serious abuse or frequent physical maltreatment;

(6) Flagrant drunkenness of one spouse as part of that spouse's normal behaviour;

(7) The voluntary or de facto abandonment by one spouse of the other for a period of six months;

(8) The sentencing of one spouse, for a common law crime, to imprisonment or severer punishment;

(9) An attempt by one spouse to corrupt the children or complicity in the corruption thereof or an attempt by the husband to corrupt his wife;

(10) Absolute separation of the spouses for one or more consecutive years, in which case either spouse may seek divorce."

Grounds (1) and (2) above are discriminatory, since the use of adultery by the husband as grounds for divorce requires public scandal or desertion of the wife, whereas it is sufficient for the wife merely to have committed adultery.

In the case of remarriage there is a distinction between men and women. Article 180 of the Civil Code provides that:

Art. 180. "When a marriage has been dissolved or annulled, the woman, if she is pregnant, cannot remarry before confinement or, if she displays no signs of pregnancy, before 300 days after the dissolution or declaration of nullity.

This period may be reduced by the number of days immediately preceding the said dissolution or declaration during which it was absolutely impossible for the husband to have access to the wife."

Consequently, a man may remarry immediately on dissolution of the previous matrimonial bond, whereas a woman must wait 300 days.

In the context of the rights and responsibilities of parents, both have the same rights in principle, but there is a distinction with regard to the civil status of the parents. Article 252 of the Civil Code provides that, when a child is born in wedlock, parental authority is exercised jointly by both parents.

Art. 252. "Parental authority is a set of rights that the law grants to the legitimate parents, acting jointly, or to one of them only in default of the other or, if appropriate, to unmarried mothers, over their unemancipated children.

Also, in default of the mother, the natural father who has recognized his child has parental authority.

Unemancipated children of any age are denominated children of the family and the father or mother, in relation to them, father or mother of the family.

When the law refers to the father of the family or simply to the father, it is to be understood that it is referring to the father or mother who exercises parental authority or to both, when they exercise it jointly, unless a separate reference is made to one or other of parents."

Family planning has already been mentioned in this report, together with the free access of all persons to family planning programmes, sexual counselling programmes, etc.

In the legal representation of a minor, women enjoy equality with men since a woman may represent her children or act as their tutor or guardian or, if need be, appoint a guardian for them.

Within the marriage and outside it, the wife has free choice of profession or occupation. With regard to names, there are no specific regulations in El Salvador, but the Commission to Review Salvadorian Legislation is already examining possible legislation on names to allow a woman to choose the family name she wishes to use when she contracts matrimony, with the only requirement that the name should be stated when the marriage is celebrated.

Under Salvadorian legislation, the spouses can freely administer their property, since there is a system of separation of goods, under which the wife is free to conclude contracts and administer and manage her own affairs, without her husband's consent.

With regard to the official registration of marriages, which is a requirement for marriages to be valid, article 316 provides that:

Art. 316. "Registrations of marriages shall be entered in the appropriate volume and shall include:

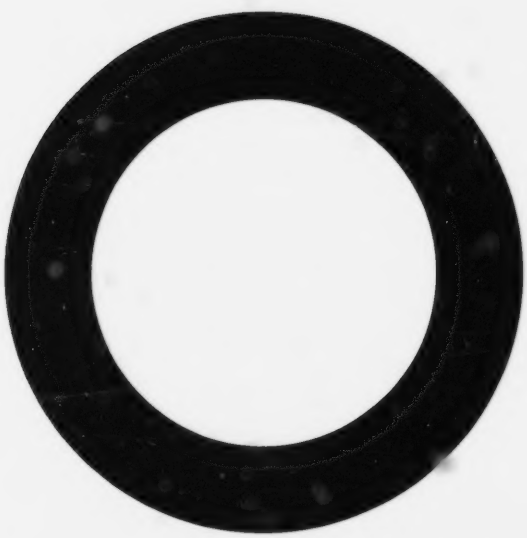
(1) The first name and family name, age and profession or occupation of each of the spouses;

(2) The first names and family names of the parents, in the case of legitimacy, or of the mother, in the case of illegitimacy;

(3) The first names and family names of the official who certified the marriage and of the witnesses who attended it;

(4) The date on which the marriage ceremony was performed.

The Mayor of the locality in question shall make the entry within eight days following the marriage, taking the data from the respective document, which must be sent to him not later than the third day by the official who performed the marriage ceremony, unless it was the Mayor himself."



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Committee on the Elimination of Discrimination
Against Women

CONSIDERATION OF REPORTS SUBMITTED BY STATES PARTIES
UNDER ARTICLE 18 OF THE CONVENTION

Second periodic reports of States Parties

Supplement

RWANDA

V.88 24531 2130e

INTRODUCTION

This second report of Rwanda concerning the Convention on the Elimination of All Forms of Discrimination Against Women deals with the progress made and difficulties encountered by the Rwandese Government in implementing the Convention. It also contains replies to questions which remained outstanding during the consideration of the initial report of Rwanda in 1984.

The report has been prepared in accordance with the general guidelines drawn up for the format of the periodic reports on the Convention concerned.

PART ONE

(a) General social, economic, political and legal framework in which the Rwandese Government is tackling the question of the elimination of discrimination against women

The principles of equality and non-discrimination affirmed in the Convention are guaranteed by the Rwandese Constitution, the Labour Code and the Rwandese Civil Code.

Apart from the Constitution, the Labour Code and the Rwandese Civil Code, the Manifesto of the National Revolutionary Movement for Development (MRND) states that the Movement "... brings together and incorporates the vital forces of the Country, without exception, that is to say without discrimination on grounds of sex, religion, ethnic group, origin, occupation or social status ...".

The Manifesto also states that "the Movement upholds the emancipation of women, in line with respect for family ties; the development of their personalities must be strengthened by access to education and to professional, social, economic and political responsibilities".

In addition, the MRND Manifesto stipulates that "any activity aimed at preparing women for the full exercise of democratic freedoms shall be encouraged and supported. The emancipation of women will provide new forces to participate in the acceleration of national development".

Rwanda is also a Party to other international instruments advocating the elimination of all forms of discrimination, such as the International Convention on the Elimination of All Forms of Racial Discrimination and the International Covenants on human rights.

(b) Legal and other measures adopted in implementation of the Convention

As pointed out in the initial report of Rwanda on the Convention (addendum to letter No. 3475/16.02.18/5/AP/01 of 30 September 1982, which I addressed to the Assistant Secretary-General for Social Development and Humanitarian Affairs), the Rwandese Government, since ratifying the Convention in 1981, has not adopted further legal measures intended to implement the provisions of the Convention, since those measures had already been adopted before Rwanda became a Party to the Convention.

It should, however, be noted that the Convention has been translated into the Rwandese national language (Kinyarwanda) and that it has been widely distributed to all the préfecture and commune authorities, to all women's groups and to all girls' schools in Rwanda.

(c) Institutions or authorities responsible for ensuring adherence in practice to the principle of equality between men and women

As the initial report of Rwanda also stated, institutions, public prosecutors' offices (parquets), courts and tribunals are responsible for ensuring adherence to the principle of equality between men and women in our country.

(d) Methods used to promote and ensure the comprehensive development and progress of women in order to guarantee them the exercise and enjoyment of fundamental rights and freedoms in all fields on the basis of equality with men

The specific methods employed in order to promote women's rights in our country are the following:

(1) The census;

(2) Developing awareness;

(3) Surveys.

1. The census

The census makes it possible to evaluate the numbers of women in all sectors of activity with a view to improving their conditions of work and their representation in the various sectors.

The census carried out in Rwanda in 1978, for example, showed that Rwandese women were active in all productive sectors, but predominantly in the agricultural sector.

The following table gives a good idea of the situation.

Distribution of the working population according to sex and according to sector and branch of activity - Rwanda 1978

Sector	Branch of economic activity	Sex					
		Male		Female		Total	
		Number	%	Number	%	Number	%
Agricultural	Agriculture	1 129 303	87.5	1 342 540	97.9	2 471 843	93
Industrial	Mining industries	11 614	0.9	259	E a/	11 873	0.4
	Manufacturing industries	27 377	2.1	8 057	0.6	35 434	1.3
	Electricity, gas, water	1 300	0.1	219	E	1 519	E
	Building, public works	24 889	1.9	103	E	24 992	1
Tertiary	Trade, restaurants, hotels	22 181	1.7	3 692	0.3	25 873	1
	Transport, warehousing, communications	6 345	0.5	166	E	6 511	0.2
	Banking, insurance	1 714	0.1	256	E	1 970	E
	Community services	34 567	2.7	8 305	0.6	42 872	1.6
	Services to individuals	30 655	2.4	7 877	0.6	38 532	1.4
	Total	1 289 945	100	1 371 474	100	2 661 419	100

a/ E = negligible.

According to these figures, 97.9 per cent of the total female population of Rwanda is working in agriculture, as against 87.6 for men. The other sectors of the secondary and tertiary economy support only a minimal proportion of the population and particularly of the female population.

2. Developing awareness

In order to give greater encouragement to the participation of women in national development and their own development, the Rwandese authorities often organize seminars for women in order to develop awareness.

The recommendations which frequently emerge from these seminars relate, in particular, to the involvement of the participants in establishing co-operative associations, improving the planning of their day-to-day activities, combating illiteracy, promoting agricultural production and stock-rearing, fostering useful handicrafts and encouraging women to stand as candidates to elective political office.

3. Surveys

Surveys have been carried out in order to identify and solve, where possible, the problems which exist in certain fields and which hinder the development of Rwandese women. These surveys have shown that such problems include the following:

1. Illiteracy;

2. A low rate of school attendance;

3. Frequent pregnancies;

4. The general underdevelopment of the country.

1. Illiteracy

There is a continuing problem of illiteracy in Rwanda. Despite the untiring efforts of the Rwandese Government in the field of education, schools will not of themselves eradicate illiteracy, since a runaway population growth and severe poverty make provision for education impossible. In addition, not all children who begin school complete the cycle, due to dropouts.

Thus, 60.3 per cent of Rwandese over the age of seven are unable to read and write. This illiteracy affects women more than men, since 69.5 per cent of women, as against 50.5 per cent of men, are illiterate. This is one of the most crucial obstacles to the full participation of women in development.

2. A low rate of school attendance

Depite the efforts made by the Rwandese authorities to achieve more education for girls, it is currently recognized that the educational system reaches only a small proportion of women.

This gap is particularly wide at the levels which should help women to equip themselves to tackle the difficult road to progress, namely the secondary and higher levels. Even at the primary level, where an equal rate of school attendance between girls and boys has almost been achieved at the national level, the school attendance rate of girls in certain regions of the country remains much lower than that of boys.

This gap has repercussions particularly in the fields of employment and political and administrative responsibilities, as well as in private enterprise.

3. Frequent pregnancies

The Rwandese population strongly favours a high birth-rate. Numerous and frequent pregnancies not only affect a woman's health, but also limit her opportunities to engage in activities relating to her intellectual, cultural and mental development.

4. The general underdevelopment of the country

Apart from their individual development, women have to fulfil their roles as citizens, workers, mothers and spouses.

In the socio-economic context of Rwanda, where technology is almost rudimentary, it is an arduous task for women to reconcile all these tasks.

(e) Application of the Convention in the courts

The provisions of the Convention can be invoked before courts or administrative authorities and can be applied directly by them, since they are already reflected in the law, and particularly in the Constitution of the Rwandese Republic. Its widespread dissemination can only have strengthened this possibility.

PART TWO: SPECIFIC INFORMATION CONCERNING EACH PROVISION OF THE CONVENTION

Article 2

Legislative measures adopted by the Rwandese Government in order to eliminate discrimination against women

The legislative measures mentioned in the initial report of Rwanda on the Convention are still pertinent. As stated earlier, these measures were adopted before Rwanda ratified the Convention concerned. This was simply the result of progress regarding the status of women in Rwandese society, as can be seen from what follows.

Before our country gained its independence, the Rwandese people lived under a system of customary law. There were a few rare exceptions among the Rwandese who were governed by the written law of the colonizer. It was these Rwandese whose way of life resembled that of the Europeans and who, through a process of assimilation or "establishment of credentials", became subjects of the imported law.

Apart from these rare cases, Rwandese society was generally governed by customary law. That custom included certain aspects which were discriminatory towards women. Women were the victims of prejudices according to which they were naturally subordinate to men. The entire educational system prepared girls from an early age for their future role as wives who were subject to and faithful to their husbands, it being taken for granted that the man was the undisputed head of the family.

Women did not even have much to say in public. They were also excluded from political matters affecting the administration of the country. Custom likewise deprived them of the right of inheritance; they could only inherit in the absence of male heirs.

It should, however, be noted that, despite these aspects which were discriminatory against women, women have always been respected in Rwandese tradition, primarily as mothers and wives, with the result that their role was not minimized for all that. This has undoubtedly had a positive influence on the progress of the status of women in our country.

Thus, when the country gained its independence in 1962, Rwandese law entered a new period, and the country furnished itself with a new public law in line with the republican ideals of a newly independent people. The status of women was immediately improved in that the first Rwandese Constitution, adopted in 1962, already affirmed de jure equality between men and women.

However, the equality proclaimed by the Constitution was tempered by the fact that it also recognized the primacy of the man in the household by making him "the natural head of the family". Similarly, in terms of political rights, the 1962 Constitution included a limitation on women's exercise of the right of eligibility; a woman could not be a candidate for the Presidency of the Republic.

Since 1975, a number of initiatives aimed at achieving full de jure equality between men and women have been taken.

In terms of public law, the most important success to be noted was the elimination of all trace of the pre-eminence of men in the new Constitution adopted by referendum in 1978.

In addition to these constitutional measures, the Rwandese Government has adopted a programme of concrete action plans and special projects aimed at promoting equality between men and women in all sectors of economic, social and cultural life, particularly in connection with employment, education and health.

As regards civil law, the Rwandese Government has undertaken the revision of the provisions of its previous Civil Code, which was based on the old Napoleonic Code and enshrined such anti-feminist precepts as the legal incapacity of married women, deprivation of the right to inherit, and the supremacy of the husband's authority in determining the family domicile.

In order to eliminate such provisions from its Civil Code, a new Civil Code entitled the "Family Code" has been prepared, and its draft is currently under consideration.

Articles 3 and 4

Measures taken to ensure the full development and progress of women and to accelerate the establishment of de facto equality between men and women

In addition to the legislative measures provided in article 2 of the Convention, the Rwandese Government intends very shortly to introduce an organization of Rwandese women for development with the name Urunana rw'Abanyarwandakazi mu Majyambere (URAMA).

When it is established, this organization will be the framework for mobilizing women, first of all so that they can solve their own problems for themselves, and subsequently for ensuring their full development and their contribution to the country's development efforts.

In order to facilitate the establishment of URAMA, a Provisional Bureau of URAMA was set up within the Office of the President of MRND in August 1982. It is the Bureau's task to carry out a wide-ranging campaign to promote awareness among women regarding the objective of URAMA, to prepare initial draft statutes and to take care of all the preliminary activities involved in setting up the organization.

It should be noted that the preparations and publicity campaigns are by now at a very advanced stage. It only remains for the competent higher authorities to adopt the statutes of URAMA.

Article 5

Measures taken to eliminate prejudices and customary practices based on the idea of the inferiority of women to men, and measures taken to ensure the recognition of the joint responsibility of men and women in the upbringing of their children

It should be recalled that the Rwandese Constitution affirms the equality of men and women. It accords them the same political, economic, social and cultural rights. Similarly, the Manifesto of MRND upholds the principle of equality between men and women.

None the less, some inequalities can still be found in Rwandese society, mostly linked to the slow progress of certain aspects of custom. Women thus still encounter social prejudices to the effect that they are inherently inferior to men and that they are not sufficiently qualified to concern themselves with the country's affairs. These prejudices, however, are tending to disappear, thanks to the Government's policy on the protection and promotion of women's rights. The measures adopted in this connection will be discussed under article 7.

Regarding the measures taken to ensure the shared responsibility between parents in the upbringing of their children, the Rwandese Constitution states that parents have the right and the duty to bring up their children (article 24).

By failing to comply with the duty to bring up their children, parents incur sanctions under article 323 of the Rwandese Penal Code (attached to the initial report of Rwanda), which states that "Anyone who wilfully deprives of sustenance or care to the extent of undermining its health a child under the age of 14 years or a person unable for reasons of physical or mental health to provide for his own maintenance ... shall be liable to imprisonment for between one and five years and a fine not exceeding 20,000 Rwandese francs or to one or other of these penalties ...

"If the offender is the legitimate, natural or adoptive father or mother, or another ascendant, or any other person with authority over the child or the incapacitated person or having custody thereof, the imprisonment shall be increased to 10 years ...".

Article 6

Measures to suppress traffic in women and exploitation of prostitution of women

The suppression of the exploitation of women, whether of full age or minor, is the subject of a series of provisions in the Rwandese Penal Code, and specifically articles 363 to 376. These provisions state that offences committed in connection with traffic in women and exploitation of prostitution of women are liable to penalties of imprisonment and fines.

In addition, the Rwandese authorities have taken preventive and curative measures against traffic in women and the exploitation of prostitution by establishing workshops which are generally known as "centres of re-education and production" (CRPs). The aim of these workshops is to confine and re-educate vagrants and beggars. Persons who, in the course of confinement, show evidence of improved conduct are soon released.

Article 7

Measures taken to eliminate discrimination against women in the political and public life of the country

In the political field, no legal text in Rwanda limits the rights of women. They may exercise the right to vote or to be elected under article 9 of the Constitution, which states that "All Rwandese citizens of full age who do not fall within any of the cases of exclusion provided for by law are electors under the conditions determined by law".

The law setting forth the conditions for voting states generally that electors are persons aged 18 years or more who hold Rwandese nationality and who, at the time when the electoral register is temporarily closed, are domiciled in the district in which the elections are held.

The right to vote is thus recognized and guaranteed for all citizens without discrimination as to sex.

Similarly, the Rwandese Government guarantees women, on an equal footing with men, the right to take part in decision-making and political life by entrusting them with posts of political responsibility. The following table illustrates the situation.

Representation of women in decision-making bodies
as of 1 January 1988

Body	Representatives		
	Female	Male	Total
Central Committee of the National Revolutionary Movement for Development (MRND)	3	23	26
Deputies to the National Development Council (CND)	9	60	69
Préfecture Committee	7	113	120
Mayors	0	143	143
Commune councillors	6	1 483	1 489
Members of the Rural District Cells Committee	2 174	41 626	43 800
Total	2 199	43 449	45 648

In public administration, which is the main source of paid employment, the number of women is steadily increasing, and some women are beginning to appear in senior posts, as indicated in the tables below:

Distribution of establishment posts by sex
as of 8 May 1984

Rank	Women	Men	Total
Head of office	38	218	256
Head of division	4	152	156
Director	3	108	111
Director-general	0	46	46
Secretary-general	0	16	16
Prefect	0	10	10
Sub-prefect	2	60	62
Magistrate	2	697	699
Diplomat	2	61	63

Distribution of establishment posts by sex
as of 1 January 1988

Rank	Women	Men	Total
Head of office	38	214	252
Head of division	6	148	154
Director	8	129	137
Director-general	0	52	52
Secretary-general	0	28	28
Prefect	0	10	10
Sub-prefect	2	60	62
Magistrate	2	716	718
Diplomat	1	70	71

The above tables indicate that, despite the efforts of the Rwandese Government in connection with the promotion of women, their representation remains low in comparison to that of men. This situation, however, results from the delay in providing schools for women and the lack of diversity in the educational curriculum available to them.

In order to redress this imbalance, the Rwandese Government has taken measures which will be discussed under article 10 in this report.

Article 8

Participation of Rwandese women in the proceedings of international meetings. Representation of the Government by women at international level

In general, the inclusion of women in Rwandese delegations at international meetings is current practice, both with regard to meetings related to women's affairs and to meetings of a technical or political nature.

In the diplomatic service, Rwandese women are also represented, as is indicated in the tables above.

Article 9

Transmission, acquisition, change or retention of nationality

The conditions for transmission, retention, acquisition or change of Rwandese nationality, as established by the Law of 28 September 1963 (annexed to the initial report of Rwanda on the Convention) are still in force.

This Law states that the man is the sole donor of Rwandese nationality, and that women only transmit that nationality to their children if the father is unknown or stateless (article 3). Similarly, a Rwandese man who is married to a foreigner can transmit to her his nationality, but a Rwandese woman who marries a foreigner cannot do so (article 7).

However, a Rwandese woman who marries a foreigner does not lose her nationality unless she makes an express declaration of that intent before the marriage is solemnized. That declaration, however, is only valid if the woman can acquire the nationality of her husband (article 20).

Article 10

Measures taken to eliminate discrimination against women in order to guarantee them equal rights with men in the field of education

During the colonial period, Rwandese women were kept outside the school system, which was introduced in our country at the beginning of the twentieth century. They did not gain access to schools until the 1950s, by which time men had gained a lead of half a century.

The Rwandese authorities have therefore tried to overcome the earlier gap between the training of girls and boys by increasing the number of schools for girls. At the start of the United Nations Decade for Women, the gap had been narrowed, particularly at the level of primary education, thanks to the campaign to provide schools for girls.

Furthermore, since 1962, the year in which Rwanda achieved independence, primary education has been compulsory and free of charge for all children without discrimination as to sex. The principle of non-discrimination between the sexes has even been introduced in secondary and higher education.

The statistics below illustrate the situation at all levels of education.

Number of primary school pupils according to sex between 1973/1974 and 1986/1987

Years	Number			%	
	Boys and girls	Boys	Girls	Boys	Girls
1973/74	397 752	219 388	178 364	55	45
1974/75	386 719	211 029	175 690	55	45
1975/76	401 521	216 707	184 814	54	46
1976/77	434 150	231 769	202 381	53	47
1977/78	463 442	252 926	210 516	55	45
1978/79	515 712	270 707	245 005	52	48
1979/80	607 480	317 810	289 670	52	48
1980/81	704 924	367 299	337 625	52	48
1981/82	743 067	385 923	357 144	52	48
1982/83	747 172	386 377	360 795	52	48
1983/84	761 955	392 921	369 034	52	48
1984/85	790 198	406 266	383 932	51	49
1985/86	836 877	427 795	409 082	51	49
1986/87	904 378	459 338	445 040	51	49

In the light of these figures, it should be pointed out that, between the school years 1973/1974 and 1986/1987, the percentage of girls in primary schools increased annually, so that parity between girls and boys has by now been virtually achieved at this level of education.

However, at secondary level, the situation is different.

Secondary education has been unable to keep pace with the expansion of primary education, and only around 9.2 per cent of all those completing primary school have access to secondary school.

In 1986/1987, for every 1,000 primary school pupils there were only 92 places available in secondary schools, of which 56 places were for boys and 36 for girls.

The imbalance between the number of male and female pupils at the secondary level is explained by the smaller number of schools for girls in comparison with those for boys. There are 26 schools for girls as against 43 for boys.

It should, however, be noted that these figures are valid only for public schools; the breakdown of statistics by sex in private schools is not available.

Number of secondary school pupils according to sex between 1973/1974 and 1986/1987

Years	Number			%	
	Boys and girls	Boys	Girls	Boys	Girls
1973/74	10 535	6 960	3 575	66.1	33.9
1974/75	11 227	7 497	3 730	66.8	33.2
1975/76	12 046	8 068	3 978	67	33
1976/77	12 570	8 448	4 122	67.2	32.8
1977/78	13 208	8 902	4 306	67.4	32.6
1978/79	13 799	9 268	4 531	67.2	32.8
1979/80	12 168	8 107	4 061	66.6	33.4
1980/81	10 667	6 949	3 718	65.1	34.9
1981/82	12 505	8 027	4 478	64.2	35.8
1982/83	14 230	9 082	5 148	63.8	36.2
1983/84	14 651	9 654	4 997	65.9	34.1
1984/85	16 543	10 852	5 691	65.6	34.4
1985/86	18 133	11 898	6 235	65.6	34.4
1986/87	20 692	13 651	7 041	66	34

At the level of higher education, women are also under-represented. The figures below indicate trends in the number of students by faculty and by sex at the National University of Rwanda (UNR).

Distribution of students at tne National University of Rwanda by faculty and by sex between tne academic years 1981/1982 and 1986/1987

Faculties	Academic years/sex																							
	1981/82				1982/83				1983/84				1984/85				1985/86				1986/87			
	M	F	%F	T	M	F	%F	T	M	F	%F	T	M	F	%F	T	M	F	%F	T	M	F	%F	T
Agronomy	129	6	4.4	135	125	5	3.8	130	116	4	3.3	120	129	3	2.3	132	118	2	1.7	120	102	1	1	103
Law	61	13	17.6	74	97	17	14.9	114	105	23	17.9	128	99	18	15.4	117	122	21	14.7	143	107	42	28	149
Economics, social sciences and management	192	60	23.8	252	200	75	27.3	275	208	85	29	293	258	109	29.7	367	221	70	24	291	218	60	21.6	278
Applied science, building, electrical and mechanical engineering	53	0	0	53	70	0	0	70	65	0	0	65	81	0	0	81	95	0	0	95	79	0	0	79
Medicine	145	11	7	156	133	12	8.3	145	124	14	10.1	138	111	16	12.6	127	97	17	15	114	75	14	15.7	89
Pharmacy	21	5	19.2	26	34	8	19	42	0	0	0	0	14	6	30	20	13	5	27.7	18	28	4	12.5	32
Exact sciences	135	7	4.9	142	108	9	7.7	117	146	23	13.6	169	181	17	8.6	198	228	14	5.8	242	201	15	6.9	216
Education	82	8	8.9	90	89	16	15.2	105	107	30	21.9	137	132	43	24.6	175	135	52	27.8	187	118	55	31.8	173
Higher technical colleges	44	14	24.1	58	43	23	34.8	66	33	25	43.1	58	38	26	40.6	64	46	18	28	64	46	16	25.8	62
Humanities	206	19	8.4	225	191	22	10.3	213	197	26	11.6	223	252	36	12.5	288	253	38	13	291	221	46	17	267

M: Male
F: Female
T: Total

The table shows the girls' preferences regarding the fields of higher study. It is noteworthy that there are more of them in the faculty of humanities, closely followed by social sciences. At the same time, the low percentage of women in the faculty of agronomy is surprising in view of the fact that the agricultural sector occupies the majority of Rwandese women.

This imbalance is, however, due to the fact that the type of education girls receive at the secondary level puts greater emphasis on technical and vocational instruction than on the general education which leads to university studies.

As part of the Education Reform which was carried out at primary level in 1979, at secondary level in 1981, and in higher education in 1987, the Rwandese Government plans to increase the numbers of girls at all levels of education, and especially at the secondary and higher educational levels:

By introducing a day-school system which will be able to accept a greater number of pupils at the secondary level;

By establishing mixed schools in order to increase opportunities for girls to follow the same teaching programmes as boys;

By building more schools for girls; and

By diversifying the curricula for pupils of both sexes.

In addition to the measures taken to provide boys and girls with equal access to public education, training and vocational guidance, the Rwandese Government is endeavouring to encourage basic education for those who have not received primary instruction or who have not completed it.

Basic education includes, in particular, literacy programmes. These programmes cover all strata of the rural population, in which 69.5 per cent of women are illiterate and 50.5 per cent of men.

In the process of acquiring literacy, those concerned are also made aware of the problems of their environment and of ways in which these problems can be resolved.

The literacy programme also encourages the dissemination of directives on various development-related topics, such as health, hygiene, agriculture, stock rearing, nutrition, economics, civic responsibilities and family planning.

As regards family planning, the attention of women in particular is drawn to the fact that frequent pregnancies act as an obstacle to their development and diminish their contribution to activities aimed at encouraging their advancement.

With the assistance of the divisions of the National Population Office (ONAPO), a department which was established by the Government with the aim of solving problems related to population growth, women learn methods which can help them to space out births so that they can participate more effectively in both their own and the country's development.

Article 11

Measures taken to eliminate discrimination in the field of employment

The principle of equality in the field of employment is affirmed and guaranteed by the Rwandese Constitution and the Labour Code.

The Rwandese Constitution states that "everyone has the right to work, to free choice of work and to equitable and satisfactory conditions of work" (article 30).

In connection with the guarantees against discrimination in respect of acc to employment, article 25 of the Labour Code states that "any distinction or preference based on race, colour, sex, religion or social status which would ha the effect of destroying or impairing equality of employment opportunities is prohibited".

In order to ensure that women enjoy conditions of work equal to those of m and equal pay for equal work, article 82 of the Labour Code affirms the princip "for equal work, equal pay" for all, and specifically without distinction as to

In order to implement this provision, labour inspectors are responsible fo visiting enterprises in order to check the wage scales drawn up by these enterprises. In addition, they are responsible for examining workers' complain in cases of injustice regarding equal pay.

As far as the promotion of workers is concerned, Rwandese legislation on employment contains no provisions limiting the right of equal opportunity for m and women.

Thus, any worker who fulfils the required conditions is entitled to promot

In the case of civil servants, these conditions are set out in Presidentia Decree No. 69/03/2 of 19 March 1974 containing the service rules for staff of t central administration, and in the Decree-Law of 19 March 1974 which contains t general service rules for civil servants.

The above-mentioned Presidential Decree and Decree-Law specify that each y after they become permanent staff of the central administration, civil servants undergo an assessment, on the basis of which they are promoted.

For employees in the private sector, decrees of the Minister whose functio include responsibility for labour determine retirement pensions, which are calculated on the basis of 4 per cent of the gross salary per year of service.

With regard to continuing and vocational training, workers may, without discrimination as to sex, benefit from training courses and participate in semi or conferences organized either within Rwanda or abroad, in order to ensure tha they are able to keep pace with technological changes and job requirements at e stage of development.

Apart from the right to equal pay for equal work and the right to vocation training and promotion, women working in the wage-earning sector benefit from t social security system.

In Rwanda the social security system in general covers medical care, disability and old-age pensions, industrial accident benefits and benefits to survivors in the event of the decease of the worker.

Maternity benefits are not as yet covered by the social security system currently in force.

In connection with the right to health protection and safe conditions of w the Labour Code specifies that the enterprise must maintain a constant standard cleanliness so that the employees can work in the conditions of hygiene and saf necessary for their health. The employer must also make suitable facilities available to his staff.

To ensure that these conditions are complied with in places of work where working conditions are dangerous to the safety and health of the workers, the employer is required by the Labour Inspector to remedy those conditions (article 143 of the Labour Code).

These measures aimed at ensuring safety and hygiene at work apply to all workers covered by the labour legislation: they embrace all categories without distinction as to sector of employment.

In order to protect the health of women working in the wage-earning sector, the Minister whose functions include responsibility for labour determines the type of work and categories of enterprise which are prohibited for women and especially for pregnant women.

In order to safeguard the welfare of mothers, in addition to the statutory annual leave to which every employee is entitled, a mother working in the wage-earning sector benefits from special leave, generally of two months, following childbirth. On presentation of a medical certificate, she is entitled to rest during the afternoons for one month before she gives birth.

After childbirth, a woman is entitled to an hour's rest per day during working hours when she is nursing, until the infant reaches the age of one year.

In order to protect women against unfair dismissal on the grounds of maternity, the Labour Code stipulates that any pregnant woman whose condition has been medically certified may leave her employment without prior notice and without having to pay compensation for breach of contract. The same measure may be applied for a period of 15 months commencing with the birth of the child.

In the case in which a woman is absent from employment for a longer period because of an illness which is confirmed by a medical certificate as resulting from her pregnancy or childbirth and which makes it impossible for her to resume work, her employer may not give her notice before a period of six months has elapsed.

Article 12

Access of women to health-care services

In Rwanda, all citizens without distinction have the right to health-care services.

Specifically for women, within the framework of the programme for promoting the health of mothers and children, a preventive vaccination service against the most common infectious diseases, and particularly tetanus, tuberculosis and measles, has been launched by the Ministry of Public Health and Social Affairs.

It is recommended that women be vaccinated against tetanus every five years, but especially before and after childbirth.

Similarly, women are entitled to individual health-care services. In the case of pregnancy, they are entitled to three medical examinations by a gynaecologist free of charge. Two additional examinations may, however, be offered to the pregnant woman if the doctor considers it necessary.

In connection with family planning, women benefit from free contraceptives and receive advice on how to use them from the social welfare and health services.

Article 13

Right to family benefits, bank loans, mortgages and other forms of financial credit, and the right to participate in recreational activities, sports and all aspects of cultural life

In Rwanda, a married woman is not considered as having persons in her charg and, accordingly, is not entitled to family benefits. This measure does not, therefore, concern widows and unmarried women.

Access to bank or other types of loan does not give rise to difficulties fo women, provided that they can offer security. However, the only major problem encountered by Rwandese women is in finding this security, since they are not in possession of property. For Rwandese women the lack of property is generally linked to deprivation of the right to inherit.

In order to give women greater access to bank loans, some women belonging t Rwanda's small female intelligentsia have recently established a non-profit association with the name DUTERIMBERE, which is affiliated to Women's World Bank (WWB).

DUTERIMBERE helps women to gain access to loans by helping them in preparin documents for loan applications and by providing them with security against loan from banking institutions. Apart from bank loan facilities, DUTERIMBERE's aims

To promote greater involvement of women in economic development by establishing a fund for income-generating activities for women;

To encourage the spirit of enterprise among Rwandese women;

To improve the socio-economic status of women in Rwanda.

In view of the importance of this association for the advancement and development of women, the Rwandese Government has endowed it with legal personal and is providing it with technical support and staff. The salaries of the personnel assigned to the DUTERIMBERE association continue to be drawn from the State budget.

Regarding measures taken to guarantee women the right to participate in all forms of our country's cultural life, the Rwandese Government is making opportunities available to anyone who is able and willing to use his or her intellectual capacities and thereby to enrich the population.

Accordingly, women, like men, can produce and publish cultural works and benefit from copyright.

Similarly, women enjoy the right to participate in sporting activities, and not even encounter difficulties in joining teams for games organized by men. Th sports in which Rwandese women are often involved are basketball, volley ball an athletics. In the case of athletics, the leading Rwandese athlete is in fact a woman.

Article 14

Status of rural women in Rwanda

In our country rural women make up the great majority of the female populat as a whole. They are mainly engaged in agriculture and domestic tasks, which ar often made more burdensome by the responsibilities arising from large numbers of children.

It should, however, be noted that they are not covered by social security, since the agricultural sector does not fall within the labour regulations.

The tasks in which rural women are engaged generally require them to work for 12 hours a day. This situation results from the lack of basic social and economic infrastructures and appropriate technology.

Within the framework of national development, integrated rural development projects aimed at promoting the welfare of the rural population have been specifically launched in recent years, with the primary objective of increasing rural production by means of agricultural and stock-rearing programmes so as to create surpluses which can generate income for the population.

Implementation of these development projects goes hand in hand with the setting up of necessary infrastructures, such as water supplies, health centres, nutrition centres, etc.

In the case of some development projects, emphasis has been placed on the creation of co-operative groups, including women's groups. The country now has 493 women's groups with 9,834 women participants. Of these groups, 63 per cent are agricultural, 18 per cent relate to handicrafts, 3 per cent are concerned with trade and mutual assistance, and the remainder are of various kinds.

Apart from these rural groups, women's groups have been established in each of the chief towns of the préfectures, the primary aim being to involve and mobilize women.

The existence of these groups encourages a spirit of mutual assistance and solidarity, and promotes the development of their members while helping them to earn income.

Apart from project programmes which promote, inter alia, the creation of women's groups, there are other national programmes to promote rural development.

These mainly concern the organizations for popular education, the most important of which are the Community Development and Continuing Education Centres (CCDFP), whose function is to act as a catalyst for development and outreach at the commune level.

At present, the country has a CCDFP in each commune, representing a total of 143 operational CCDFPs.

Since the CCDFPs were established in 1977, women have been the main beneficiaries of the programmes of these centres, particularly with regard to literacy, household skills, hygiene, agriculture and the entire range of welfare-related concepts in general.

Thanks to the dynamic policy of the Rwandese authorities, the country has embarked resolutely on the path of socio-economic progress, in particular by heightening the population's awareness, using the media, of the process of involving rural women fully in national development.

Article 15

Measures to ensure women's equality with men before the law. Legal capacity of Rwandese women

Equality before the law is one of the civil liberties guaranteed to all citizens by the Rwandese Constitution. It enshrines this equality in article 16, which states that "all citizens are equal before the law, without discrimination, and particularly as regards race, colour, origin, ethnic group, clan, sex, opinion, religion or social status".

With regard to the legal capacity of Rwandese women, the Rwandese Civil Code states that "a wife must obtain the authorization of her husband for all legal acts by which she enters into a transaction which she must perform in person" (article 122).

Similarly, a wife may not sue in a civil action, or acquire or transfer [property] or enter into undertakings without the authorization of her husband.

If the husband refuses to authorize his wife, a judge may give the authorization.

"The husband's authorization may be general, but he at all times retains the right to revoke it" (article 124).

However, article 125 of the Civil Code stipulates that: "The wife does not require the authorization of the husband:

(1) To sue her husband;

(2) To alienate in the event of death.

Nor is it required in the following cases:

(1) If the husband is under-aged, absent, judicially incompetent, under guardianship or placed in an institution for the insane;

(2) If the husband has been sentenced to a penalty of not less than six months' penal servitude, throughout the period of his sentence;

(3) If there has been a judicial separation of property between the spouses".

With regard to the provisions of the Civil Code mentioned above, it should be pointed out that legal incapacity affects only married women in our country. Widows and unmarried women possess full civil capacity.

In connection with the rights of free movement of persons, the Rwandese Constitution provides that "All citizens have the right of movement and the right freely to settle in the national territory and to leave it and return to it; the exercise of this right may only be restricted by law on the grounds of public order or State security" (article 21).

Article 16

Measures taken to eliminate discrimination against women in all matters relating to marriage and family relations

As regards marriage and all related questions, the Rwandese Civil Code places the spouses on a footing of equality.

In fact, both men and women are entitled to and guaranteed the right to enter into marriage and freely to choose a spouse. In the case of a marriage contract, the consent of both spouses is required. The impediments to marriage are likewise identical for the two spouses. Specifically, these impediments are the following:

Prohibition of marriage between legitimate or illegitimate ascendants and descendants in direct and collateral lines;

Prohibition of marriage between legitimate or illegitimate brothers and sisters;

Prohibition of marriage prior to the dissolution or annulment of the previous marriage.

During marriage, the spouses have a mutual obligation of fidelity, help and assistance.

In the event of the dissolution of the marriage through the death of one of the spouses, the estate of the spouse must provide sustenance to a surviving spouse who is in need at the time of the death.

If a marriage is dissolved on specific grounds, and if the spouse who has obtained the divorce has insufficient resources to provide for his or her subsistence, the court grants that spouse a subsistence allowance from the assets of the other spouse. Similarly, the children are assigned to the spouse who has obtained the divorce, unless the court, for the greater benefit of the children, orders that all or some of the children should be entrusted to the care of the other spouse or of a third person. Whoever the person to whom the children are entrusted, the father and mother retain respectively the right to supervise the maintenance and education of their children and are required to contribute thereto to the extent of their available financial resources. The dissolution of the marriage can in no case deprive the children of the benefits to which they are entitled by law or under the terms of the marriage contract of their father and mother.

In the event of divorce by mutual consent, the spouses intending to divorce are required to draw up a notarized instrument specifying to whom the children born of their marriage shall be entrusted, either during the proceedings or after the divorce has been granted.

Regarding the number and spacing of children, the spouses jointly take decisions and enjoy equal right to access to family planning information. National policy concerning the demographic problems confronting our country consists in alerting every Rwandese to the repercussions and consequences of the problem of imbalance between population growth and economic growth for the welfare of the population.

Concerning adoption, the Rwandese Civil Code gives men and women the same legal capacity and states in that connection that all persons over the age of 50 years who do not have either legitimate or illegitimate children or descendants, whether born or conceived, are entitled to adopt.

However, the President of the Republic may grant exemptions from the age requirement to persons who have attained their majority (article 221).

In choosing the family name, the married woman has the right to retain or to resume her maiden name. With the consent of her husband, she may even transmit her name to her child.

In respect of the ownership, acquisition, management, administration, enjoyment and disposition of property, women enjoy the same rights as men, but only when the marriage has been contracted under the regulations for the separate administration of property.

Finally, with regard to the age at which marriage can be entered into, the Rwandese Civil Code provides that a man who has completed his eighteenth year and a woman who has completed her fifteenth year may enter into marriage (article 96). However, exemptions for serious reasons may be granted by a public authority appointed by the Government to legalize acts of marriage.

It should also be noted that, in order to enter into marriage, a child under the age of 21 must obtain the consent of the person exercising parental authority over him.

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CONSIDERATION OF REPORTS SUBMITTED BY STATES PARTIES
UNDER ARTICLE 18 OF THE CONVENTION

Second Periodic reports of States Parties

DENMARK

V.88-25719

Part I

Having ratified the Convention in 1983 Denmark presented her first report to the Committee in 1984. It provided extensive information on the level of equality between the sexes at that time. When the report was considered by the Committee in March 1986 the information was updated orally. This second report focuses on the progress made since the previous one. The first report should therefore be consulted for further information.

The efforts to obtain an ever increasing equality between men and women in all fields of the Danish society have continued and major steps forward have been taken:

Re (a) - (d)

In November 1985 the parliament (Folketinget) adopted a resolution asking the government to present before January 1, 1987 a national plan of action towards equality. The plan should identify the goals, the economic framework and the actions to be taken.

All the central authorities (ministries) contributed to the plan with proposals within their respective fields and the plan was duly presented and discussed in the Folketing on January 20, 1987. It was decided that the planning should continue and that the central administration should report annually to the Equal Status Council (ESC) on the results attained. In 1990 the Folketing should be informed on the progress.

The ESC, which was established in 1975, is still the central organ in the field. The act (no. 164) of April 12, 1978, which gave statutory effect to the Council has, however, recently been changed in important ways.

The new act (no. 174) of April 20, 1988 on Equality between Men and Women, (Equal Status Act) (annex 1), explicitly states that its aim is to further equality between the sexes in the society.

It makes it incumbent upon all public authorities, be it at state, county or local community level, to work towards equality. They may in this connection take special measures to create equal opportunities for men and women.

The new law empowers the ESC to examine all matters regarding the purpose of the law, either on its own initiative or upon request. It is one of its tasks to see to it that the public authorities live up to their obligation to further equality.

The ESC acts, as before, as a consultative and coordinating organ in all questions of equality and may propose subjects for research in the field and spread information on the problems.

But the new law increases the competence of the ESC further by empowering it to dispensate from the Equal Opportunities Act and to examine questions regarding equal pay.

The ESC will in the future be entitled to demand from employers and employees and their organizations all information of relevance to its function. Non-compliance with such requests is sanctioned by fines.

Since 1984 more and more committees for equality have been created in the various work-places, organizations and educational institutions. The ESC supports this development as an important way to further equality, because those who are in the midst of the problems know best how to solve them. The development of equality, committees has created a great need for professional assistance. Such assistance is provided by the ESC, the equality consultants, researchers in women problems and others.

In Greenland the parliament (Landstinget) has also established an ESC to promote equality in the Greenlandic society. Its competence is, however, less far ranging than the ESC's in Denmark proper.

The new Danish legislation has only in a general way been inspired by the Convention, the ratification of which has not per se been of special significance in connection with the introduction in Denmark of equality between men and women.

Part II

re article 1. No comments.

re article 2. The constitution of 1953 contains no provisions dealing specifically with equality, but all the constitutional rights granted to individuals, apply to both sexes.

The following legislation on equality is presently in force in Denmark:

The Equal Status Act, see above in part I and annex 1.

The Act on Equal Remuneration for Men and Women, (Equal Pay Act) see re article 11 and annex 2.

The Equal Opportunities Act, see re article 11 and annex 3.

The Act on Equality of Men and Women in Appointing members of Public Commitees etc., see re article 7 and annex 4.

Re art. 3

Women are guaranteed enjoyment of human rights on the basis of full equality with men.

Re art. 4

The Equal Status Acts opens, as mentioned above re I (a) - (d), the possibility to deviate from equal treatment through special measures to create equal opportunities for men and women. During the 10 years the Act has been in effect, the ESC has dealt with 150 cases of positive

discrimination. The dispensations have aimed at ensuring women easier access to vocational education and at creating de facto equality in the work-places.

Re Art. 5

re (a). An important element in the work of the Equal Status Council is to draw attention to all discriminatory patterns of conduct and to try to counteract prejudices based on sex. The efforts are directed at all areas of the society, f.i. in the educational field, where many steps have been taken to enable teachers to integrate equality in school-education, see further re art. 10. The endeavours to make equality a topic in the media have met with increasing success.

The Government is at present preparing a plan of action for children, which i.a. foresees that men and women as parents of equal worth shall take part in the upbringing and development of their children.

At school the family education seeks to underline the equality principle for the benefit of both boys and girls.

In Denmarks first report the work of the socalled equality consultants attached to labour-exchanges was described at length. Their number, which in 1981 was fixed at 14, has since 1986 been increased to 29.

Since the fall of 1986 the consultants have worked on the following priorities in accordance with the governments plan of action:

- increased efforts to turn the whole system of labour exchanges towards employment of women and breaking-down of sex-patterns in employment

- increased efforts to encourage women to seek education and employment in untraditional fields of work, including

modern technology

- increased efforts to convince employers to engage women

- increased efforts to help adult women who are especially vulnerable in the present employment situation.

The equality consultants have not least been instrumental in developing long-term courses for unemployed, unskilled women.

Re art. 6

In Denmarks first report the subject of prostitution was touched upon rather briefly and more information was asked for during the examination of the report (see CEDAW/C/SR 66 no. 10, 40, 48 and 55).

The following supplementary information is therefore given:

Prostitution as such is not a punishable offence under Danish law, but persons luring others into prostitution or living off the earnings of other persons' prostitution are punishable. It is the police and the public procecutors who investigate and indict in such cases.

Forcing of persons into intercourse through violence, threat of violence or other illegal forcible means is punishable as rape. This also applies, if a person is put in a position, where she or he is unable to resist.

If a woman, who has been raped, asks for help from an attorney, the court appoints an attorney. If the victim does not ask for an attorney, the police may ask the court to appoint an attorney for her during the investigation.

Sale of pornografic material to persons below the age of 16 years is punishable, as is sale of pornografic photos,

films etc. of children. Child pornography has, however, not been a problem in Denmark in the latest years.

Re art. 7

(a) Women enjoy the same political rights as do men. Danish women have had the right to vote and been eligible in local government elections since 1908 and in parliamentary elections and referenda since 1915.

The inclination of voters to elect women has been on the increase since 1981, as will be seen from the following statistics:

The quota of women elected in 1981, 1984/85, 1987 and 1988.

	1981	1984/85	1987	1988
Local government elections	21%	23,7%	-	-
County elections	20,3%	28,6%	-	-
Parliamentary elections	24%	26,9%	29,7%	30,7%

(b) A new act, the Act on Equality of Men and Women in Appointing members of Public Committees etc. (nr. 157) of April 24, 1985 (annex 4) prescribes, that public councils, committees etc., which are created by a minister to prepare legislation or other rules or for planning of importance to the society shall have, to the extent possible, a balanced representation of men and women. To obtain this goal authorities and organizations are required to propose both a man and a woman for each seat. If more than one seat has to be filled, an equal number of men and women must be proposed, or, if the number of seats are uneven, only one more of each sex than of the other. If

special reasons prevent the application of this principle, the reasons must be stated. The result of this new act is shown in annex 6.

(c) Denmark is a country with a large number of non-governmental organizations and associations. Women participate to a great extent in these and are also active in grass-root movements of a political or environmental nature. The special organizations for women play an important role in the work towards equality.

Re art. 8

Women have formally the same opportunity as men to represent the Danish Government at the international level and are in fact serving in that capacity in increasing, albeit still minor, numbers.

In november 1986 12,9% of the members of the Danish Foreign Service at executive level were women. This does not compare favourably with the percentage of women at the same level in other ministries of the central administration, which in November 1986 was 21,7%. The situation is, however, improving: In the years 1985-1988 28,1% of the applicants to the Foreign service were female. 26% of those approved for employment were women.

A Danish woman was recently appointed Director in UNESCO with equality-questions as her main responsibility.

Re art.9

As of July 1, 1986 a previous provision favouring women married to Danish nationals with respect to nationalization has been repealed and the Danish Nationality Act is now in full accordance with art 9 of the Convention. Men do not, however, have equal rights with women as regards nationality of children born out of wedlock. Such

children acquire Danish nationality by birth only if the mother is Danish.

Re art. 10

In Denmarks first report a number af measures intending to break down the traditional sex-pattern in education and training were mentioned. The efforts to increase the number of girls and young women educated and trained for non-traditional occupations have since then continued:

In october 1984 the Danish Ministry for Education asked a group of experts to design a strategy for motivating more girls to seek an education, which so far had been preferred by boys and to draw up a plan of action.

The group of experts recommended in June 1985 the following points of action:

"- Increased information at all levels of education about the consequences of a traditional choice.

- Introduction of computers at all levels of education.

- Modernization of the education in physics and introduction already during the first years at school of nature-related education.

- Introduction of education in not-traditional subjects through special courses, open also exclusively to girls.

- Help to remedy the consequences of a wrong choice of occupation (re-education, supplementary education, etc).

- New forms of education and structural reforms, which allow for untraditional combinations of humanistic and science-related subjects."

This plan of action has been implemented with some success:

- at the secondary school level new guidelines have been issued for education in physics, making the subject more attractive to girls

- for children of 4-10 years a booklet entitled: "Girls and boys are of equal value" has been distributed

- for children of 11-14 years a booklet entitled: "My, what are we telling our boys and girls" has been distributed. It aims at combatting prejudices and making the children aware of the existing possibilities for untraditional choices

- a sound-dias series, directed at teachers and parents, with the same aim has been produced.

- 3.000 teachers have participated in courses on female education and employment and 12.000 more will attend such courses in 1988.

- At the high school level various activities have been initiated under the heading: "Equal opportunities for girls and boys."

- At the university level special attention has been given to counselling of female students about careers with good prospects for employment.

- In various lines of higher education teaching of economics and science has been combined.

As annex 5 is enclosed the latest available statistics (1985) on the distribution of men and women in higher education, broken down into the various education-groups. Of the total of 102.859 young people in higher education in 1985, 59.151 were male and 43.708 were female.

Re Art 11. Section 1

re (a)-(d). The Equal Opportunities Act (no 161) of April 12, 1978, described in Denmarks first report, was altered by act no. 117 of March 28, 1984 (annex 3). The main change was, that the principle of equal treatment with regard to access to vocational guidance, training and retraining, working conditions and dismissal shall no longer be restricted to employment at the same workplace.

The act provides that exception from equality may be granted by the respective minister where a person's sex is a genuine occupational qualification. Formerly such exceptions were granted for certain types of service in the Danish defence. On the basis of trial arrangements where women have served in fighting units these exceptions have been withdrawn in 1988 and there is now full equality between men and women in the Danish defence. Training and employment of women as fighter-pilots depend, however, still on the result of pending medical research.

It should also be mentioned that employment as ministers (pastors) in the Danish Church and in other religious societies is exempted from the Equal Opportunities Act because of the constitutional provision on free right of religion. If a congregation wishes to place importance on an applicants sex, this freedom of choice, based on religious belief, is upheld.

The Equal Pay Act (Act no. 32 of February 4, 1976 on Equal Remuneration for Men and Women) was altered by Act (no. 65) of February 19, 1986 (annex 2). The change removes the qualification "at the same workplace" from the demand for equal pay and equal pay-conditions, in the same way as mentioned above re the Equal Opportunities Act.

Re art. 11. Sect. 1 (e)

Danish legislation on social security contains no provision that discriminates against women. A few provisions favouring women have recently been abolished in the interest of equality:

Formerly a woman to a Danish citizen, could get national pension, invalidity pension and early retirement pension without fulfilling the requirement of Danish nationality herself. This exception to the general principle has been removed. The same goes for a former provision which accorded to women of foreign nationality, married to Danish men, easier access to permanent assistance under the Social assistance Act than foreign men married to Danish women.

Re art. 11. Sect 2

re (a). The Maternity Leave Act ensures that an employer cannot dismiss an employee for invoking the right to absence from work or for having been absent from work on account of pregnancy, confinement or adoption.

It follows from the Equal Opportunity Act that dismissal on the basis of marital status is illegal.

Re art. 12

Reference is made to Denmarks first report.

Re art. 13

The Child Benefit and other Family Allowances Act (no. 609) of november 29, 1978 has been substituted by a new act, (no. 350) of June 4, 1986. It makes no distinction between men and women, except laying down as a principal rule, that child benefits shall be paid to the mother. Under special circumstances the benefits may, however, be

paid to the father, the foster-parents or the child itself.

The new act also stipulates that the standard amount of pay maintenance to children of parents, who do not live together, shall be of the same size for both parents. Mothers therefore now, in contrast to before, pay the same as fathers.

Re Article 15

In Denmark no distinction is made between men and women in the field of civil law. Women - unmarried or married - have the same legal capacity as men with regard to contractual obligations, administration of property, civil liability, the making of wills et cetera.

Re Article 16

With reference to CEDAW/C/SR 66 no. 16 the following information is submitted:

Administration of property in marriage

Both men and women attain the age of majority at 18 and have from that moment - subject to exceptions such as for example trust funds - free right of disposal of their own property. They have the same legal capacity with regard to administration of property.

A marriage does not change this situation. However, when a marriage is based on community of property (which is the principal rule in Denmark) both spouses are, pursuant to the Act on the Legal Effects of Marriage, liable to administrate his/her part of the joint estate in a way which is not detrimental to the interests of the other spouse. Furthermore, a spouse may not - without the consent of the other spouse - sell, lend or mortgage the house which is

used as their home or working place. Likewise, a spouse may not sell or pawn household, furniture and effects, tools belonging to the other spouse or effects for the personal use of the children.

Judicial separation, divorce and committal of custody of children of a marriage

The Danish Marriage Act, which came into operation on January 1st, 1970 provides for two matters relating to termination of a marriage: Judicial separation and divorce.

Judicial separation and divorce may be obtained either administratively or by judgment.

In the case of judicial separation the legal effects of a marriage are suspended, but the marriage is not dissolved. Thus, none of the spouses may contract another marriage.

In relation to judicial separation and divorce it is to be decided to whom the custody of the children of the marriage of the spouses is to be committed. The legal Incapacity and Guardianship Act lays down the following provisions on this subject:

> 11.-(1) "In case of legal separation or divorce it shall be decided who shall have custody of the child, except where agreement or decision has previously been made in this respect.
>
> (2) Subject to consent by the county authority or the court, the parents may agree that joint custody shall continue or that one of them shall have sole custody. Consent as aforesaid shall be given where the agreement is not inconsistent with what is best for the child. Where the legal separation or divorce is based on administrative grant, consent as aforesaid shall be given by the county authority, otherwise by the court.

(3) Where the parents disagree or consent to their agreement is refused, the court shall, having special regard to what is best for the child, decide which parent shall have sole custody.

12. Where, pursuant to the provisions of sections 10 or 11 above, it has been agreed or decided that a parent shall have sole custody, joint custody shall be reinstated if married or legally separated parents continue or resume their cohabitation. Where parents are unmarried or divorced, joint custody shall not be reinstated unless they agree thereon under the provision of section 9 above."

It is very seldom that the consent of the county authority pursuant to Article 11.(2) is not given. The spouse to whom custody has not been granted will have the right of access to the child or the children.

A bill to amend the Marriage Act has been submitted to the Danish Parliament by a group of members of parliament in the spring of 1988. The main purpose of the bill is to simplify the rules concerning judicial separation and divorce.

Division of the joint estate of spouses

In connection with separation and divorce an account is made of the 2 parts of the joint estate of which either spouse disposes. If the account is positive the part is divided between the spouses.

Certain pensions, indemnities and other rights of a personal nature are not considered to be a part of the joint estate and are not divided between the spouses. However, in some cases a spouse may benefit from the pension of the former spouse in spite of a divorce.

If the marriage is wholly based on separate estates no division takes place, but as mentioned this is not the case

very often.

Unmarried couples

No special rules apply to the estates of unmarried couples, neither during their cohabitation nor at its dissolution. The estates of the two persons involved are considered to be two separate estates unless special agreements have been made.

If the parents of a child are not married, the mother has sole custody of the child, pursuant to Article 8 of the Legal Incapacity and Guardianship Act. However, pursuant to Article 9 of the same act parents who are not married to each other may, subject to consent given by the county authority, agree on joint custody. Such consent shall be given where the agreement is not inconsistent with what is best for the child. Recognition of the paternity of a child does not automatically give the father a right to joint custody.

Concerning the termination of joint custody Article 10 of the Legal Incapacity and Guardianship Act contains the following rule:

> "(1) Where parents having joint custody do not reside together or one of them intends to discontinue cohabitation, either parent may demand that the joint custody shall terminate.
>
> (2) Subject to consent given by the county authority, the parents may agree which of them shall have sole custody. Such consent shall be given where the agreement is not inconsistent with what is best for the child.
>
> (3) If the parents disagree or if consent to their agreement is refused, the court shall, having special regard to what is best for the child, decide which parent shall have sole custody."

(c) Abortion

Every woman who is domiciled in Denmark has a right to obtain an abortion before the end of the 12th week of her pregnancy.

After the 12th week she may also, under very special circumstances, such as danger to her or the child's life or social reasons, obtain an abortion. In these cases a joint council decides whether abortion should be allowed.

Since 1975 the number of abortions has decreased from almost 28.000 per year to almost 20.000 in 1985.

--- 000 ---

Statistics regarding the employment, unemployment, education. salaries, and family relations of men and women in Denmark are found in annex 7-17.

Annex 1

Act on Equality between Men and Women

No. 238 of April 20, 1988

Art. 1.

The purpose of this act is to further equality between men and women in the society.

Sect 2. The public authorities shall, each in their own field, aim at equality and may in this connection take special measures in order to create equal opportunities for men and women.

Art. 2

It is the duty of the Equal Status Council to further equality. It may on its own accord or upon request examine questions pertaining to the purpose of this act.

Sect 2. The Equal Status Council may pronounce opinions with regard to the Act on Equal Treatment for Men and Women as regards Access to Employment etc. and with regard to the Act on Equal Renumeration for Men and Women.

Sect 3. The Equal Status Council decides by itself, whether an application warrants an examination.

Sect 4. Employers and employees and their organizations are obliged upon request to furnish the Equal Status Council with all information of importance to its work.

Sect 5. The Prime Minister may give the Equal Status Council other tasks to perform.

Art. 3

The Equal Status Council consists of a chairman, appointed by the Prime Minister, and 8 members also appointed by the Prime Minister upon recommendation as follows:

1 member by the Federation of Danish Trade Unions

1 member by the Danish Employers Association

1 member by the Council of Wage-earning and Salaried Employers

1 member by the Danish Women Society

3 members by the National Council of Danish Women

1 member representing research into women questions, by the other members of the Equal Status Council.

The membership is for 4 years.

Sect 2. The Prime Minister establishes the rules of procedure of the Council.

Art. 4.

Those who contravene art. 2 sect. 4 are liable to a fine.

Sect. 2. If the provision is contravened by a company with limited liability, a cooperative society or a similar body, the fine may be imposed on the company as such.

Art. 5.

This act enters into force on June 1, 1988.

Sect. 2. The Act on the Equal Status Council no. 164 of April 12, 1978 is hereby repealed.

Art. 6.

This act does not apply to the Faroe Islands and Greenland.

Sect. 2. Article 5, section 2, does, however, apply to Greenland.

Annex 2

The Act on Equal Remuneration for Men and Women

No. 32 of February 4, 1976 as amended by law no. 65 of February 19, 1986 and promulgated as such on May 5, 1986 (no. 237).

Art. 1

Sexual discrimination with regard to remuneration is a contravention of this act.

Sect. 2. Any employer, who has engaged men and women shall grant them equal remuneration, including equal pay conditions, for the same work or for work of equal value.

Sect. 3. This act does not apply when a duty to grant equal remuneration is laid down in a collective agreement.

Art. 2

An employee whose remuneration is lower than the remuneration of others in contravention of section 1 of the present Act shall have a claim to the difference.

Art. 3

Where an employee is dismissed for having put forward a claim for equal remuneration including equal wage conditions as prescribed by this Act the employer shall pay him a compensation.

(2) The compensation, which cannot exceed an amount equal to 26 weeks' remuneration, shall be fixed with due regard to the employment period of the employee and the other particulars of the case.

Art. 4

Section 3 shall apply correspondingly to such agreement areas where employees are entitled to equal remuneration including equal wage conditions, but where there are no provisions applying to compensation for dismissal that is not reasonably justified by the circumstances of the employee or the undertaking. Such claim shall be treated by industrial procedure.

Art. 5

No employe may renounce the rights prescribed by this Act.

Art. 6

An employee who believes that his employer does not observe his obligation to pay equal remuneration including equal wage conditions, as prescribed by this Act may take the matter into court for establishment of his claim.

Art. 7

The present Act may receive the Royal Assent immediately after its passage.

Art. 8

The present Act shall come into operation on 9th February 1976, with effect on remuneration for the period after the coming into operation of the Act.

Art. 9

This Act shall not apply to the Faroe Islands.

Act no. 65 of February 19, 1986 contains the following provision on the date of entering into force:

Art. 2. The Act enters into force on March 1, 1986.

Annex 3

Act on Equal Treatment for Men and Women as regards Access to Employment, etc.:

(Equal Opportunity Act)

No. 161 of April 12, 1978 as amended by act no. 117 of March 28, 1984.

1. - (1) For the purpose of this Act, the principle of equal treatment shall mean that there shall be no discrimination whatsoever on grounds of sex. This apply to both direct and indirect discrimination by reference in particular to pregnancy or to marital or family status.

(2) This Act shall be without prejudice to provisions concerning protection of women, particularly as regards pregnancy and maternity.

(3) The provisions of this Act shall not apply where a similar duty to observe the principle of equal treatment is laid down in a collective agreement.

2. - Any employer shall observe the principle of equal treatment of men and women in relation to access to employment. This shall also apply in relation to transfers and promotion.

3. - (1) Any employer who employs men and women shall observe the principle of equal treatment of men and women as regards access to vocational guidance, vocational training, advanced vocational training and retraining.

(2) The duty to observe the principle of equal treatment shall also apply to any person engaged in training or guidance activities as mentioned in subsection (1).

4. - Any employer who employs men and women shall observe the principle of equal treatment of men and women as

regards working conditions. This shall also apply to conditions governing dismissal.

5. - The duty to observe the principle of equal treatment shall also apply to any person who controls entry to a profession. This shall also apply to any person who controls access to vocational training or lays down rules governing such training or the carrying on of a profession.

6. - No advertisement shall indicate that persons of a particular sex are wanted or preferred in connection with access to employment, training etc.

7. - (1) Any provision included in contracts or in the internal rules of undertakings, etc. which are contrary to the provisions laid down in sections 2 to 5 shall be null and void. This shall also apply to provisions included in rules etc. governing independent professions.

(2) Any provision included in contracts or in the internal rules of undertakings etc., which apply to more than one employer, shall also be null and void, if they provide for sex-discrimination within the areas mentioned in article 2-4. This shall also apply to provisions etc. governing independent professions.

8. - Any person whose rights under sections 2 to 5 have been violated may be awarded compensation.

9. - (1) Where an employee is dismissed from his employment because he has claimed equal treatment under sections 2 to 4 his employment shall be liable to pay compensation.

(2) The amount of the compensation under subsection (1) shall be fixed having regard to the employee's lenghts of service and to all the circumstances of the case, but shall not in any case exceed 26 weeks' remuneration.

(3) Subsections (1) and (2) shall be applied correspondingly where the duty to observe the principle of equal treatment is laid down in a collective agreement, but where the agreement does not include a provision to the effect that the employee shall be entitled to compensation on dismissal for reasons which cannot be reasonably justified by the employee's own conduct or the firm's requirements. Claims for compensation shall be subject to the normal rules for handling industrial disputes.

10. - Any agreement under which a person purports to waive his rights under this Act shall be null and void.

11. - (1) Where the sex of a person constitutes a determining factor in connection with the exercise of certain occupational activities and the training leading there to the Minister responsible for the activities in question may grant exemptions from the provisions laid down in sections 2 to 6 after consultation with the Minister of Labour and the Equal Status Council.

(2) The Minister of Labour may after consultation with the Equal Status Council and the appropriate ministry sanction measures which are not in accordance with sections 2 to 6 with a view to promoting equal opportunities, for men and women, especially by regarding existing ininqualities which influence the access to employment, vocational training, etc.

(3) The Minister of Labour may within certain specified fields delegate his power to make dicisions under subsection (2) to the Minister responsible for the occupational field concerned.

12. - (1) Any person who acts in contravention of the provisions laid down in section 2 to 6 shall be liable to a fine.

(2) In the case of contravention on the part of a limited liability company, cooperative society or a similar body the fine may be imposed on the company as such.

13. - (1) This Act shall come into operation on 1st July 1978.

(2) If an application for exemption under section 11 (1) is sent in to the appropriate Minister before 1st August 1st, 1978, sections 2 to 6 will not come into operation in the fields concerned until such exemption has been refused.

(3) Section 7 shall also apply to contracts, rules and regulations, etc. which have been concluded or laid down before the commencement of this Act.

14. - This Act shall not extend to the Faroe Islands.

Act no. 117 of March 28, 1984 contains the following provision:

Art. 2. The act enters into force on April 1, 1984.

Annex 4

Act on Equality in Appointing Members to Public Committees etc.
No. 157 of April 24, 1985

Art. 1

Public boards and committees etc, established by a minister to prepare rules or planning of importance for the society shall, to the extent possible, have a balanced composition of men and women.

Art. 2

Authorities or organizations, which are to suggest members of committees etc as mentioned in art. 1, must suggest both a man and a woman. If more than one seat is to be filled an equal number of men and women must be proposed, and in case of an uneven number of members only one more of one of the sexes may be suggested.

Sect 2. The Authority or organization may, if special circumstances prevail, deviate from sect 1, but in such case the reason must be stated.

Art. 3

Before establishment of committees etc as mentioned in art. 1 the minister in question shall advise the Prime Minister about the planned composition.

Art. 4

The act enters into force on July 1, 1985.

Art. 5

The act does not apply on the Faroe Islands.

Sect 2. The act does not apply to Greenland, but may be put into force in Greenland, with the changes dictated by the special local circumstances.

Annex 5

The number of students at institutions for advanced studies on october 1, 1985, distributed according to education-groups, and sex

		Men	Women	Average age
Upper secondary courses	1.520	855	665	23,8
Short-term advanced courses	2.588	416	2.172	28,2
Medium-term advanced courses	33.883	19.713	14.170	25,8
Long-term advanced courses	64.868	38.167	26.701	28,1
Total	102.859	59.151	43.708	27.3

Annex 6

Members of Public Committees etc.
Percentage of Women

1981	1982	1983	1984	1985	1.7.85-30.12.86
10,4	11,4	11,8	12,7	15,7	30,7

After the new Act on Equality of Men and Women in Appointing members of Public Committees etc, which entered into force on July 1, 1985, the percentage of women in the committees has almost doubled.

Annex 7

The labour force according to sex

	Men		Women		Total
	Number	%	Number	%	
1967	1.478.300	63,2	861.900	36,8	2.340.200
1969	1.455.400	61,8	900.800	38,2	2.356.200
1970	1.462.100	61,4	918.100	38,6	2.380.200
1971	1.466.200	60,9	942.900	39,1	2.409.100
1972	1.451.000	59,9	973.200	40,1	2.424.200
1973	1.454.200	59,4	992.100	40,6	2.446.300
1974	1.464.000	59,1	1.014.700	40,9	2.478.600
1975	1.462.800	58,9	1.022.800	41,1	2.485.600
1976	1.480.500	58,5	1.050.600	41,5	2.531.000
1977	1.489.800	57,8	1.089.100	42,2	2.578.900
1978	1.506.700	57,0	1.138.500	43,0	2.645.200
1979	1.478.100	56,3	1.148.800	43,7	2.626.900
1981	1.485.900	55,6	1.188.500	44,4	2.674.400
1983	1.491.000	54,6	1.240.900	45,4	2.731.900
1984	1.481.000	54,4	1.239.000	45,6	2.720.000
1985	1.499.000	54,4	1.254.000	45,6	2.753.000
1986	1.526.000	54,2	1.290.000	45,8	2.816.000

The number of women in the labour force has in the period 1967-1986 been increasing from about one third to about one half. The increase in the number of men was 48.000, while 428.000 more women appeared on the labour market. The figures comprise all persons between 15 and 74 years of age, who are available for the labour market. The unemployed are therefore included.

Annex 8

Number of persons in the labour force compared to the number of persons aged 15-74 years. Percentage 1967-1986. Divided according to sex and for women according to marital status.

	Men	Women	Married Women	Unmarried Women
1967	86,0	49,1	44,9	56,5
1969	83,5	50,5	48,9	54,5
1971	82,2	52,2	52,3	52,0
1973	80,5	54,2	55,7	51,8
1975	80,3	55,4	57,6	51,8
1977	81,0	58,5	61,5	53,4
1979	79,3	60,9	65,7	53,5
1981	78,9	62,5	65,8	57,3
1983	78,4	64,7	68,5	59,7
1985	78,4	65,2	67,3	62,7
1986	78,9	66,9	-	-

The percentage of women in the labour force has increased markedly in the last twenty years: from 49 to 67%. The development for men has gone in the opposite direction. One of the reasons is the prolongation of the education time.

Annex 9

The average unemployment per year 1973 - 1986

	Average number unemployed			Percent of the labour force		
	Men	Women	Total	Men	Women	Total
1973	16600	5400	22000	1,1	0,5	0,9
1974	36900	14900	51800	2,5	1,5	2,1
1975	87300	41100	128000	6,0	4,0	5,2
1976	81400	51800	133300	5,5	5,0	5,3
1977	90400	73600	164000	6,1	6,9	6,5
1978	98800	91800	190600	6,6	8,3	7,3
1979	77100	84700	161800	5,1	7,4	6,1
1980	94000	89800	183800	6,4	7,8	7,0
1981	133500	109400	243000	9,2	9,2	9,2
1982	141300	121500	262800	9,7	10,0	10,0
1983	143700	139300	283000	9,3	11,3	10,5
1984	129700	146300	276000	8,8	11,7	10,2
1985	110900	140900	251800	7,5	11,2	9,3
1986	90800	129000	220000	6,2	10,3	8,1

During the seventies and the beginning of the eighties the unemployment increased for both men and women. During that period the men were hit hardest by unemployment. But women had already from 1977 a higher unemployment percentage than men, whose percentage, however rose more.

In 1983 the picture changed. The total unemployment fell. But for women the fall came later and was slower.

Annex 1o

Percentage of men and women in the age group 15-24 years under education and on the labour market. autumn 1983

	Women	Men
Under education	49,6	5o,8
Of these:		
Elementary school	3o,8	3o,4
High school	24,6	16,3
Basic courses	o,5	o,7
Basic vocational training	19,o	17,4
Apprenticeship	2,6	16,o
Courses leading to a basic examination	6,1	4,6
Short term advanced education	7,8	2,2
Medium term adv. educ.	3,4	4,5
Long term adv. educ.	5,3	7,9
Total	loo,1	loo,o
Not under education		
Employed	62,9	75,7
Unemployed	19,4	14,3
Outside the labour force	17,8	1o,o

Young women choose other types of education than do men. One out of 6 men had an apprenticeship, but only one woman out of 5o. Women were in majority in the short term advanced studies, men in the medium and long term advanced education.

More men not under education were employed and there were more young men in the labour force.

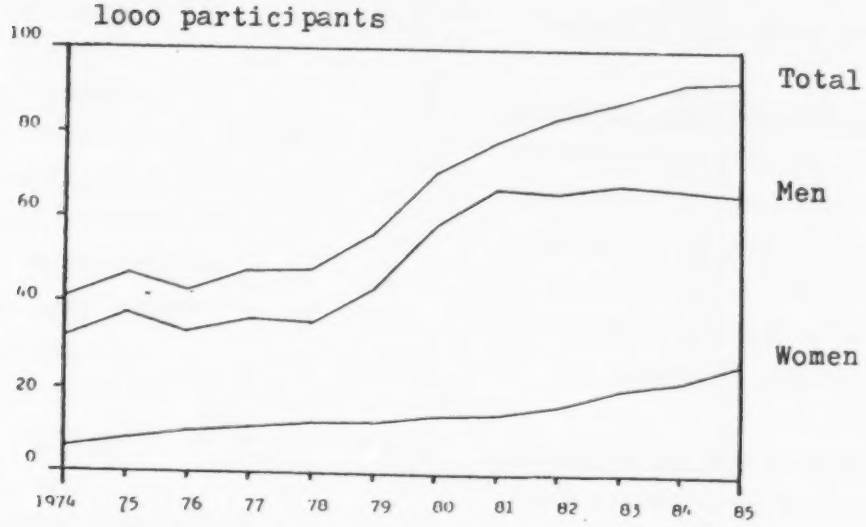
Annex 11

Number of students and percentage of women in advanced education, oct. 1 1977 and 1984

	1977		1984	
	Number	% W	Number	% W
Upper secondary courses	847	27,3	1570	40,6
Non-technical courses	624	1,3	990	6,0
Health sector courses	223	100,0	580	99,7
Short-term adv. courses	6778	86,5	5090	87,6
Defence related courses	175	1,1	-	-
Social science courses	-	-	157	38,2
Visual and performing arts and aestetics c.	98	42,9	98	44,9
Health sector courses	181	91,7	250	82,0
Arts and Divinity c.	6334	89,4	4585	90,5
Medium-term adv. courses	30683	43,8	30034	38,8
Defence related courses	-	-	130	4,6
Technical courses	2199	2,2	4701	4,9
Social science courses	9253	22,7	13120	25,4
Visual and performing arts and aestetics c.	538	36,8	436	47,7
Educational courses	14368	54,3	7374	63,1
Arts and Divinity c.	2972	66,2	2416	66,4
Health sector courses	1353	91,7	1857	87,1
Long-term adv. courses	71668	37,4	64028	40,7
Defence related courses	187	0,5	141	3,5
Technical courses	7957	13,5	9692	18,5
Natural science courses	8893	23,4	8653	26,8
Agricultural science c.	1457	31,7	2122	37,3
Educational courses	2675	36,4	3069	45,0
Social science courses	16980	34,5	17932	39,7
Health related courses	8786	40,2	7012	52,8
Food science courses	239	48,1	279	53,8
Vis. and perf. and aest.	c.3014	50,6	2735	56,3
Arts and Divinity c.	21480	52,1	12393	58,5
Total	109986	42,2	100722	42,5

Annex 12

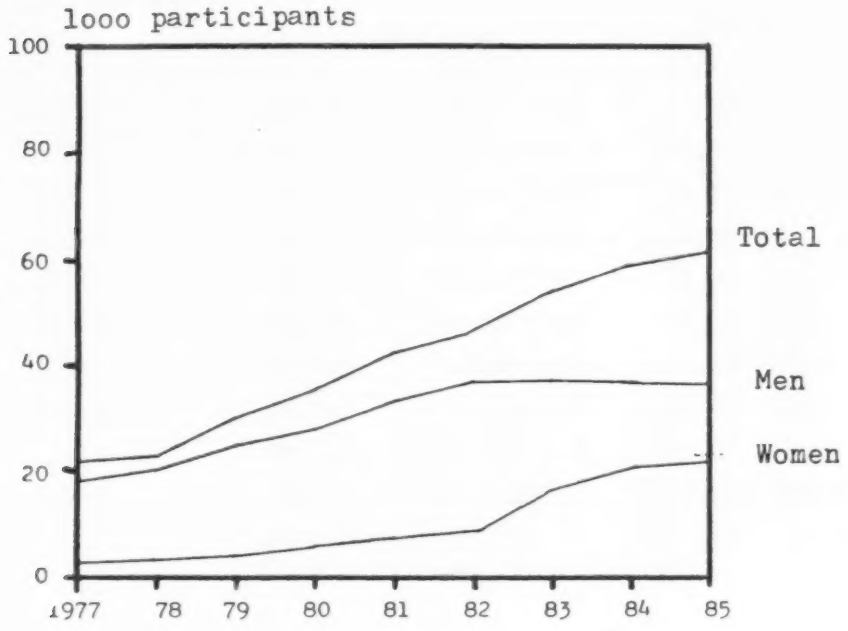
Education of semi-skilled workers. Number of persons who have startet on a course, divided according to sex. 1974--985



During the period 1974 - 1985 the number of semi-skilled workers participating in trainig courses has increased. The number of men has always been larger than that of women, but from 1981 the former was stagnating, while the latter increased. The increase of the total from 1981 to 1985 was entirely due to the women.

Annex 13

Retraining of skilled workers. Number of participants in courses according to sex. 1975-1985.



There is the same tendency in the retraining of skilled workers as in the courses for semi-skilled: In the seventies the number of male participants was much larger than the females, but from 1982 the number of men is stagnating, while the number of women in retraining continues to increase. The increase in the total number since 1982 is only due to the influx of women.

Average earning per hour for non-skilled men and women. 197o - 2.quarter of 1987

Year	Men	Women	% of women's earnings compared to men's.
197o	14,41	11,48	79,7
1972	18,11	14,92	82,4
1974	24,89	22,o6	88,6
1976	33,o5	3o,o7	91,o
1977	36,4o	33,37	91,7
1979	44,o2	4o,26	91,5
1981	52,8o	48,1o	91,1
1983	62,1o	56,42	9o,9
1985	68,o8	61,42	9o,2
1986	71,58	63,79	89,1
1987 1.q.	74,8o	66,91	89,5
1987 2.q.	78,32	69,5o	88,7

The average earning per hour for non-skilled women approached that of men during the period 197o-1977, although at a decreasing rate. From 1978 the trend reversed and in 1987 the ratio was back at the same level as in 1974.

Annex 15

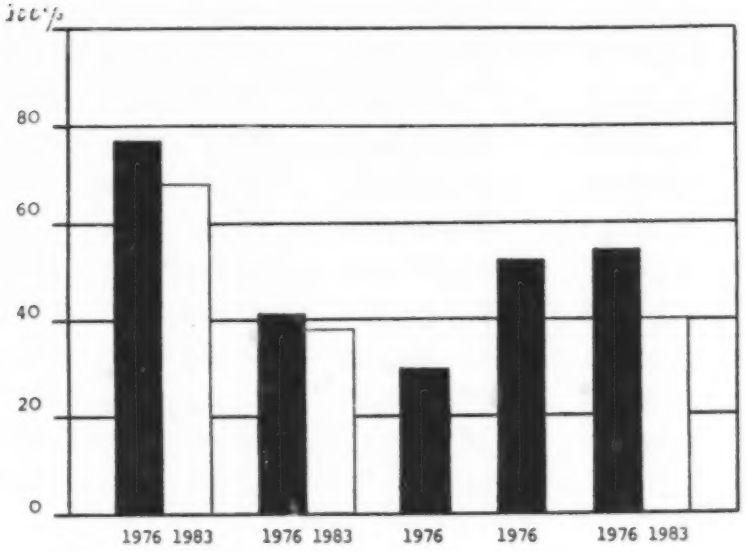
Monthly payment of salaried employees in the private sector, divided according to sex. 1970 - 1987

Year	Men	Women	% of women's salary compared to men's
1970	3750	2380	63,5
1971	4115	2645	64,3
1973	5219	3404	64,1
1975	7021	4650	66,2
1977	8267	5819	70,4
1979	10027	7226	72,1
1981	12263	8915	72,7
1983	14500	10558	72,8
1985	16159	11618	71,9
1987	18234	13111	71,9

The development for salaried employees is different from that of the non-skilled workers. The women approached the men until 1983, but from then on the trend reversed and in 1987 their salaries fell as far behind as in 1979. The difference is much larger for salaried employees than for non-skilled workers, because there is a wider spread between the employees, where the wommen are mainly placed at the bottom of the hierarchy.

Annex 16

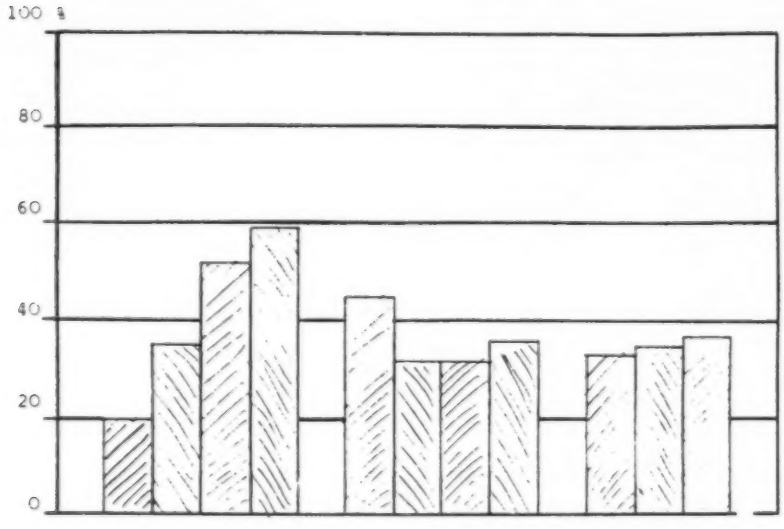
Number of married/cohabitating couples, in which the woman uses more than 75% of the total time the family uses on homework(cooking, cleaning, shopping,washing of clothes, small repairs, gardening and child-care)



Home-or Co-working wives	Wives in employment	Full time	Part time	Total
1976 1983	1976 1983	1976	1976	1976 1983

Annex 17

Percentage of married/cohabitating couples, in which the woman uses more than 75% of the total time the family uses on homework (as defined in annex 17), divided according to the age of the women, the number of children and the age of the youngest child. 1983.



Example: The column for women in the age group 20-29 years shows, that in 20% of the families, where the woman is of that age, she uses more than 75% of the total time the family uses on homework.